

SEP 17 1945

LIBRARY

Local Government SERVICE

FUTURE OF PUBLIC RELATIONS

—Page 395

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

No. 21. Vol. XXIII

SEPTEMBER, 1945

THREEPENCE

BRAVE NEW WORLD?

International

City Managers' Association

WHAT will be the shape of local government in the brave new world upon which we entered so auspiciously on August 15 with the King's Speech opening a new Parliament under a new government on the very day that fighting ended after nearly six years of world combat? The picture is yet unclear, but certain bold details can be defined.

Of one thing we can be certain: local government will have a far greater and more arduous part to play under a Labour administration than it would have had under a Conservative one, since public enterprise of every kind is a cardinal feature of Socialist philosophy. Housing is the nation's first need, and in its provision we can be sure that local authorities will now carry the biggest share. We may hope for a solution at last of the delays and hesitations over land-acquisition and control which hitherto seriously delayed planning and the preparation of sites. The Government has promised to deal with the problem of compensation and betterment, to improve and, we trust, to simplify the procedure for acquisition of land for public purposes, and, generally, to promote the best use of land in the public interest. In that it will have the good will of all local government officers, who for so long have realised how much more might be done to solve the housing problem were adequate powers to be made available.

The work of the county councils in assisting agriculture, which has contributed so materially to the maintenance of our wartime food supply, seems likely to be extended and fortified. There will be little criticism of that, nor of the pledge to extend the wartime services for the better provision of food for workers, for mothers, and for children.

ON OTHER PAGES

| | Page |
|--|------|
| Prospects for Public Relations | 395 |
| B. & O. Fund Breaks all Records | 396 |
| National Salary Talks | 397 |
| New Members Elected to N.E.C. | 398 |
| Education Centre for London Officers | 399 |
| Ancillaries Maintain Progress | 399 |
| Plan a Film—Competition Results | 399 |
| Giants Refreshed—by "Tobias" | 400 |
| At Random—by "Hyperion" | 400 |
| A NALGO Diary—by "Abingdon" | 401 |
| From My Bookshelf—by Edward Kay | 402 |
| Readers' Forum | 403 |
| Scottish Notes | 405 |
| Roll of Honour | 406 |
| Salaries and Service Conditions | 408 |

No mention was made in the King's Speech of any plans for the reconstruction of local government itself, nor, despite the Labour Party's policy favouring the extension of big "all-purpose" authorities, was it to be expected with so much more urgent business ahead. Presumably, the Minister of Health will appoint the Boundary Commission envisaged by his predecessor and entrust it with the task of making a preliminary survey upon which more comprehensive changes might later be based. Both the Government and the local authorities will have enough to do during the next few years, without concerning themselves with any fundamental alterations in the administrative machine.

The programme is as formidable as it is ambitious, and neither local authorities nor their officers can look to any relaxation from the strain under which they have been working for the past seven years and more. We do not believe they would wish it otherwise. Appreciating the tremendous contribution they can make to national physical and social reconstruction we are confident that they will approach the task with enthusiasm, with energy, and with determination. But, in return, we hope that the new Government will be more ready than have been its predecessors to consult the local government service, to seek and listen to its views on matters about which it is expert, and to place trust in its ability and initiative. Given such a relation-

ship of mutual confidence and understanding, we know that national and local government will work effectively together for the national good.

Need for Public Relations

BUT one further measure is essential. Neither national nor local government can operate in a vacuum. They must, at every stage, seek, foster, and maintain, that popular interest and support upon which they are founded and from which they derive their power. A policy of public relations will be more essential than ever in the coming months, when new services and vast extensions of old services will call for big adaptations in civic affairs. We trust that the new Minister of Health, and the local authorities—themselves soon to be refreshed by an appeal to the electorate—will recognise this need and give prompt effect to it.

That they are beginning to do so is evident from the interest that is being taken in the report of the NALGO Reconstruction Committee on Relations between Local Government and the Community. Orders for copies of the report received at Headquarters show that, already, it is being actively discussed by more than 100 local authorities. Oxford city council has instructed its finance committee to consider and report on the advisability of establishing an information section, under an information officer, whose duty it would be "not only to answer questions and to give advice to members of the public on the council and services, but also to make more widely known in the city the work which the council does and thus to increase the appreciation and the interest of the public concerning Oxford local government."

This is a move in the right direction and if, as we hope and believe it will be followed by others, then the days of public apathy towards local government—with all the consequent abuses and evils which it fosters—will be numbered. But there is much still to do, and for a long time yet NALGO will have to lead the way. The revival of interest in public relations among branches, evidenced at the Blackpool meeting of branch officers, and the decision of the N.E.C. to hold summer and week-end schools on public relations as soon as practicable, should help to make that lead both strong and effective.

Future of the C.A.B.

WHAT is to be the post-war future of Citizens' Advice Bureaux? That they must continue, all with experience of their working are agreed. During the war, the bureaux have answered eight million questions: that is to say, have solved eight million problems, some of them trivial perhaps, but the bulk of intense personal concern to one or more individuals. They have provided an invaluable link between the citizen and the

Health and Insurance

WE are promised a national health service, presumably with fewer concessions to the right wing of the medical profession than previous Ministers of Health seemed willing to offer. There will be difficulties here, for opinions are strong on both sides; but with statesmanship, good will, and a determination to put the public interest first, they can be solved. The completion of the scheme of social insurance will call for vigilance on the part of NALGO, not with regard to the details of the plan, which it wholeheartedly supports and may claim, in part, to have inspired, but in protection of the interests of the many officers who will be affected. Here, we look to the new government to treat the service with justice and good sense.

The great changes foreshadowed by the Education Act are to be pressed forward. They received the unanimous approval of all parties in the Coalition and should, therefore, meet with neither opposition nor amendment.

Nationalisation of the mines will be part of a plan for the co-ordination of all the fuel and power industries. This may and probably will involve the transfer of local authority gas and electricity undertakings to some other form of public authority, and, as such, it should lead to still greater efficiency. The local government service is unlikely to oppose the transfer, provided proper provision is made for the officers who are transferred.

"authorities," national and local, statutory and voluntary, which, in increasing measure, direct, control, or affect his activities and, as such, they have contributed enormously to smooth administration on the one hand and to popular satisfaction and morale on the other. That they should now cease, when the problems they were created to solve are likely to increase rather than to diminish, is unthinkable.

But in what form are they to continue? Are they to remain, under voluntary control, or should they be absorbed, as so many voluntary enterprises in the past have been absorbed, by national or local agencies of government, many of which have already set up or are likely to set up, their own information offices?

Some local government officers with experience of information work take the view that the C.A.B. should become a purely local authority service. The local authority, they point out, possesses greater resources, in finance and in staff, than any voluntary body.

Others take a contrary view, and their argument was well put by GEORGE R. BULL, town clerk of Durham, when he addressed a big C.A.B. conference in London some weeks ago. Coming changes and expansions of local government services, Mr. Bull pointed out, notably agriculture, health, education and, above all, housing, would present the citizen with countless personal problems to which he would need the answers. But those answers must be independent. It would be contrary to all our ideas of fair play were local authorities to be judges in their own courts and to be the sole source of advice upon matters in which they were themselves interested. "A person who has a problem with a local authority does not want to feel that he is going to another department of the local authority: he wants to feel that he will get not only sympathy and tact, but that he will get independent advice."

That does not, of course, imply that the local authority should not have an information bureau of its own. The need for such a bureau in every council office was cogently argued by the NALGO Reconstruction Committee in its report. But the committee drew a clear distinction between the work of a local authority bureau and of a voluntary C.A.B. It was, it held, the duty of the local authority to provide information about local government services and policies; but the giving of information and advice on personal problems should be left in the hands of an unofficial and independent organisation. "We do, however, suggest," the committee added, "that the local authority should offer its fullest practical support to the unofficial Citizen's Advice Bureau, subsidising it where necessary and being strongly represented on its governing body."

There, surely, is the right solution—a partnership rather than an absorption, an alliance rather than a rivalry. The local government information bureau and the C.A.B. might well be in the same building; they might work in the closest collaboration, with local government officers helping to staff the C.A.B.; but the latter should retain its independence and always be able to give advice untainted by the slightest suspicion of self-interest.

Unified Ambulance Service

OUR suggestion, made some months ago, that Gateshead might be the first local authority to introduce (in 1943) a unified ambulance service, quickly brought a reminder that the L.C.C. had had such a service since 1930. But the L.C.C. apparently, was not the first. H. L. SNOWDEN, chief sanitary inspector and superintendent of the ambulance service at Farnborough, now tells us that his urban district has been running a unified service since 1927. There are two ambulances

and a light van (reserved for conveyance of infected and infested goods), two full-time drivers trained in first-aid and the conveyance of sick and injured, and a panel of reserve drivers and attendants from the St. John organisation. A trained nurse is also available; she is paid for attendance on infectious patients, but comes out on other work in the service voluntarily. The full-time drivers are

NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

Appointment of General Secretary

The National Executive Council of the Association invites applications for the position of General Secretary. The commencing salary for the appointment will be £2,000, rising by annual increments of £100 to a maximum of £2,500, plus a cost of living bonus (at present £59 16s. per annum).

The appointment will be subject to medical examination and will be a permanent one, carrying the right of admission to the Staff Superannuation Fund on terms, particulars of which will be supplied to intending applicants. The appointment will be subject to three months' notice on either side.

The person appointed will be required to devote his whole time to the duties of the office. Applications must be submitted on the prescribed form obtainable from the Acting General Secretary, NALGO, 24, Abingdon Street, Westminster, S.W.1. The application must be addressed to the President of the Association, in the special envelope provided, and must be received not later than 30th November, 1945. Canvassing is prohibited.

also mechanics and maintain and repair all public health department vehicles.

The service also covers two adjacent urban districts for infectious cases and one for general ambulance work, while patients in adjacent urban and rural areas are handled on behalf of the public assistance authority. Some patients are conveyed to county council sanatoria forty and eighty miles away, and mutual assistance services operate with the ambulance services of neighbouring authorities.

There are two telephone lines to the health department with night extensions to the drivers' homes and telephones for the reserve drivers and nurse. Accident and infectious cases are carried free in the urban district; for other journeys the charge is 1s. 2d. a mile for the first 20 miles and 9d. a mile over 20 miles.

In the year ended March 31 last, the ambulances answered 603 calls, of which 65 were for conveyance of infectious patients, and covered 12,700 miles—an average of 21 miles per case. Expenditure totalled £760, of which £610 was recovered from charges. It is interesting to note that, since 1939, when there were only 285 calls and the mileage covered was 4,811, the operative cost per mile has fallen from 1s. 9d. to 1s. 14d. and the net cost of the service has dropped from £225 to £60.

"Experience in Farnborough," Mr. Snowden concludes, "indicates that an efficient unified ambulance service can be operated at a reasonable cost with a nucleus of whole-time staff with voluntary assistance."

Exhibition from America

THOUGH it came too late on the agenda for lengthy discussion, there can be no doubt that Conference warmly supported the proposal that NALGO should seek means of widening and strengthening the contacts between its members and the public servants of other countries. International collaboration and understanding, always desirable, is today imperative if civilisation is not to destroy itself utterly; and what better way can there be of fostering that under-

standing than by bringing together those who share the bond of a common purpose? The N.E.C. is now considering how best to give effect to the suggestion. In the meantime, good means of beginning is offered by the American Office of War Information.

With the object of renewing old connections and initiating new ones between American and British museums and art galleries, the O.W.I. has prepared a most attractive list of American exhibitions, originally prepared for display in the United States, but which are now offered for display in this country. The exhibitions—some of which have already arrived and are now being shown over here—cover many aspects of American life and thought: art, literature, architecture, building, housing, photography, handicraft, theatre and dancing, and education. Of particular interest to local government officers, we fancy, would be the exhibitions devoted to community planning, regional building, school design, the planning of the home, and American housing. NALGO members who have control of art galleries, museums, and libraries, would be well advised to obtain a copy of the catalogue from the O.W.I. (at the American Embassy, London) and book some or all of the exhibitions for their areas: some branches might even show them themselves.

The O.W.I. is willing to go further and to consider ideas for further exhibitions. Headquarters has suggested that an exhibition of American local government would be of great interest over here, and would provide a fitting parallel to the NALGO exhibition, 20 copies of which are already circulating overseas. Should anything come of this suggestion, we shall, of course, inform branches.

The Holiday Crisis

HOW acute is the holiday crisis all who live in holiday towns, travel on the railways, or have themselves tried to get a holiday this year know to their cost. A survey conducted by the post-war holidays group of the National Council of Social Service during the period July 13-22 (not the height of the season) tells of miserable accommodation, understaffed hotels and boarding houses, endless queues, overcharging, and acute travel discomfort—and all this when, according to a British Institute of Public Opinion poll, only 33 per cent of the people wanting holidays had been able to book accommodation.

What is to be done? Private enterprise, it would appear, is unlikely for a long time, if at all, fully to meet the demand, especially for those who cannot afford much. Then why should not local authorities in suitable areas themselves become holiday caterers, building camps, centres, and hotels, providing restaurants and entertainments, as they now provide piers, promenades, and playing fields? The centres and camps need not, as with private enterprise ventures, remain empty and unproductive during the off-season months: built with the purpose in view, they might be used as boarding schools during the winter and as holiday centres during the summer. Secondly, the holiday season must be extended from about six weeks to at least five months. This can be done only by a "staggering" of school summer holidays, so that they extend in different areas, from May to September. It will be argued that examinations make this impossible. But is the convenience of the universities to take precedence over the health and happiness of the whole population? Surely some means can be devised for "staggering" examinations too.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression with the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

Branch P.R.O.s Discuss Needs and Methods

METHODS of carrying out and improving the public relations campaign were discussed at a packed meeting of delegates and branch public relations officers held at Blackpool on June 11. Well over 350 attended and, although many stood throughout the meeting, some were unable to get into the crowded hall.

J. H. WARREN, chairman of the N.E.C. public relations committee, presided, supported by the President, A. A. GARRARD, and the vice-chairman of the public relations committee, E. H. MASON.

Such an inspiring gathering, said Mr. Warren, indicated a keen interest in the Association's public relations policy. How great and useful was the task before branches and districts was clearly set out in the report of the reconstruction committee summarised in the April LOCAL GOVERNMENT SERVICE. There was no need at this stage to justify the policy pursued during the past five or seven years; it was closely related to NALGO's service conditions policy and had been more than justified by its results. Now, further successes were promised, as a result of the wide interest being taken in the reconstruction committee's report: the educational work in the Forces, with its emphasis on machinery of government; and the impending municipal elections. These provided a challenge to branch public relations organisation, fostered and helped by the district committees.

Expanding Opportunities

ALEC SPOOR, public relations officer, said that public relations was essential to NALGO, as the basis of its bread-and-butter policy and the key to practically everything it wanted to do for the individual officer and the service. How great were the opportunities today his past-bag proved; every day brought an avalanche of letters demonstrating a rapidly growing public interest in local government and a huge unsatisfied demand for knowledge about it. In the past six months alone he had had well over a thousand requests to provide speakers and lecturers, most of which had been referred to branches.

The local government exhibition had been a remarkable success. Thinking first in terms of one exhibition, they had soon found that unequal to the demand, and had since had to make eleven copies. The original big exhibition was fully booked until October 1946; a facsimile of it was likely to be fully booked for at least 18 months; and the smaller-sized copies had been shown in 22 towns and booked for a further 130.

In addition, the Forces were making great use of the exhibition, the Army Bureau of Current Affairs having taken 70 sets, the Admiralty 140, and the Air Ministry 60, plus 400 copies of single screens. Many other copies had been sold to local authorities and organisations of many kinds—with the result that now, instead of the single exhibition originally envisaged, 316 were in continuous circulation at home and overseas.

Newspapers had shown a great interest in NALGO's work. They had given the report of the reconstruction committee the best press the Association had ever had, and hundreds of editors had welcomed a suggestion that the Association should provide articles designed to explain local government to the electors before the forthcoming municipal elections. Among schools, organisations, and citizens generally, the field was fertile; it only remained for NALGO to cultivate it.

The Association's task now was to complete and perfect its organisation—providing strong and energetic public relations committees and officers in every branch and district committee, and seeking the active support and co-operation of local authorities. If they could work on these lines, they would soon be making a real impact on public opinion.

Problems of the Big Town

A. M. R. LANE, Glasgow, opening a discussion on public relations in a big town, said that one of the greatest problems was finance. Glasgow branch served a population of 1½ millions. To reach so vast a public they must hold public meetings, at which the attendance could not exceed 1,000; and they must not neglect the suburbs. This year they had held two public meetings, making a small profit on the first, but incurring a loss on the second. The cost of advertising in a big city

was high, and he urged a financial allocation from Headquarters to help branches on the basis of what they were doing.

Another problem was created by the fact that public interest in local government was greatest when topical and controversial issues were raised. So long as NALGO maintained a neutral attitude to these issues, it could not go far with public relations; it should come out plainly and boldly with its views, and, while fairly stating both



"All the factory-made houses have been allocated, but there are a few vacancies for the boxes in which they were packed."

—By courtesy of the "Evening Standard."

sides, give a lead to the public. Failure to do this inevitably linked the Association with anti-progressive forces.

G. W. PHILLIPS, N.E.C. and Walthamstow, described how his branch had co-operated with the local authority in holding a series of public meetings on local government, at which the points of view of the councillor, the officer, and the public were successfully stated. These were run by the local authority, cost the branch nothing, and might well be copied elsewhere.

S. LEADBETTER, Bexley, contended that, with its present policy, NALGO was trying to slay the giant of apathy with a l.d. dart; public relations for local government could be conducted effectively only by the Ministry of Health and the local authorities. It was beyond the power of NALGO, which could not, for example, produce films or buy time on the air. They should push the report of the reconstruction committee with every weapon they had.

J. FOSTER, Oldham, opposing Mr. Lane's suggestion for subsidies for branch activities from national funds, disclosed that in his branch every member contributed 1d. a month for public relations. This aroused the interest of members in the work. In his view, public relations was a matter for joint action between NALGO and the local authorities; his branch was now making a film, in co-operation with the local authority.

In the Rural Area

J. S. EARNSHAW, Cumberland, introducing a discussion on public relations in a rural area, said that his own branch embraced an area containing

200 villages and a score of market towns. To meet the difficult problem of such an area, he advocated the following system of organisation:

1. **Central**—a county public relations committee and officer directing the campaign, appointing local organisers, and working very largely through existing statutory and voluntary bodies, such as the education and war agricultural committees, the library service, and rural community councils. The education and agricultural committees provided ready-made public relations machinery, and in Cumberland both were interested in NALGO's work and had promised to assist it.
2. **Local**—a public relations officer in each urban and rural district in the county area, allowed a good deal of freedom of action and, like the county public relations officer, collaborating very fully with existing organisations, such as the Women's Institutes and the Young Farmers' Clubs. Among other useful bodies were the W.E.A., Co-operative Guilds, and local Further Education Committees, all of which might be persuaded to start classes in local government.

Beyond these, the local public relations officer should get on good terms with such people as the village parson, schoolmaster, and parish clerk, and the editors of local newspapers.

R. C. PERROTT, Devon, agreed that it was impracticable to organise public relations from a county town without local contacts, and it was therefore essential for the county branch public relations committee and officer to co-operate with the urban and rural branches. In Devon, classes in grammar and secondary schools were given talks on local government by county and district council officers, and at the end of the term visited Exeter where, after a combined gathering in the Cathedral, they held separate meetings to discuss what they had learned, and wound up with a brains trust.

Branch Organisation

A. N. POTTER, Urmoston, opening a discussion on branch organisation, urged that a public relations campaign should be based on a long-term policy rather than on short-term bursts of ballyhoo. Urmoston had a public relations committee which divided the work into six "departments," each under a "responsible officer," with the following objects:

1. **Public speaking**, lectures, addresses, articles—to find, cajole, train, and groom members to speak or write on local government;
2. **Exhibitions and Novelties**—to organise exhibitions, brains trusts, and similar activities;
3. **Research**—to gather material likely to interest both members of NALGO and the public and to investigate publicity methods used by other branches or organisations;
4. **Publications**—to collect and edit material for wall newspapers, branch magazine, special pamphlets, etc.;
5. **Printing and Reproduction**—to arrange for the reproduction of material required by the publications department;
6. **Finance**—to raise money for the campaign and control expenditure.

In addition, the committee had separate liaison officers to deal with the Press, other organisations in the area, other branches of NALGO, and the local authority, while a social liaison officer introduced public relations matters into normal branch social activities. The work of the various "departments" was co-ordinated by the chairman of the committee.

Advantages of this type of organisation, Mr. Potter said, were that it spread the work among members of the branch, thus widening interest and helping to get a bigger programme completed, and served as a training ground for officers which would be valuable should the local authority eventually take over public relations itself.

D. M. JOHNSON, Barnsley, pointed out that previous speakers had all ignored the citizen, but it was essential to any good public relations policy that his inquiries, complaints, and ideas should be both received and dealt with. Information bureaux were needed, and relations between departments should be improved.

E. F. HOLT, Halifax, opening a discussion on talks and lectures, said that in the past 20 months his branch had arranged some 65 talks or lectures, followed by 29 visits to corporation departments. Of the talks, 35 were given to youth organisations and most of the remainder to Army groups in the borough—including ten lectures and a brains trust for a group of 150 to 200 soldiers in a convalescent camp. They also arranged a joint youth group meeting in the town hall, at which the town clerk gave a lecture on local government: the mayor presided and the council chamber was packed.

The secret of success, Mr. Holt felt, was to give the talks and lectures to existing groups in the friendly atmosphere of their own halls or clubrooms—where they were more ready to ask questions and take part in discussions—than in a larger meeting in a strange hall and audience. "Go to them, rather than ask them to come to you," was his advice. Once interest had been aroused in this way, public lectures might follow.

The Halifax procedure was first to obtain the co-operation of chief officers, twenty-six of whom agreed to help. Then a questionnaire (more effective than a circular) was sent to youth organisations, with a list of the 26 lecturers and their subjects. Requests for lectures and visits began to roll in automatically, and it had been unnecessary to repeat the first appeal.

To assist the work still further, Mr. Holt suggested the holding of area meetings of branch public relations officers for the exchange of ideas and experiences and the compilation of area panels of persons suitable and available for brains trusts.

Accent on Youth

H. S. BAILEY, Manchester, commended this suggested use of youth organisations, on the principle of "catching 'em young." To-day, people were election-conscious and councillors were in the mood to support public relations: Manchester city council had accepted with both hands the branch's offer to stage the NALGO exhibition, supplemented by local material.

J. R. RIDING, Hayes and Harlington, said that his branch also had concentrated on youth organisations, opening with an elementary lecture, following that with a visit to a council meeting, and then going on to more advanced lectures.

J. Y. FAWCETT, N.E.C. and N.E. district committee, suggested that the compilation of panels of speakers might be a useful function for district committees, which did not at present know how best they could help the public relations policy: it would be helpful if the part to be played by a district committee could be defined.

E. C. R. CHINN, Huddersfield, agreed on the need for area meetings of branch public relations officers. The W.E.A. had a panel of lecturers on local government, on which NALGO should be able to draw. If the holiday centres were opened to non-members they might provide a good field for public relations. NALGO must beware, however, of letting its public relations activities acquire a political tinge.

How to Run a Brains Trust

STEPHEN DUNCAN, assistant district officer North Western and North Wales, opening a discussion on the brains trust, suggested that enthusiasm was more important than academic knowledge among the "brains." Secrets of success were a good public relations officer, a well mixed "trust" of people who did not mind "taking a rap," a question master with a sense of humour, and ample advertisement, by poster and circular. A device which added interest was to allow two members of the audience to ask further questions without notice. In his experience, the brains trust was still a most effective means of arousing interest, and in Strefford had encouraged people to join discussion groups.

S. R. GRAYDON, Doncaster, told how his branch had solved the problem of cost by getting a local newspaper proprietor to sponsor the brains trust in collaboration with it. Donald McCullough, of the B.B.C. brains trust, acted as question master, a distinguished panel of "brains" was assembled, the meeting attracted an audience of between 700 and 800—and it cost the branch nothing.

P. ROSENFELD, Fulham, said that his local authority was co-operating with the branch in showing the NALGO exhibition, but would spend no money on it, being doubtful whether it had power to do so. What was the advice of

Headquarters on that point? The branch had provided speakers to various organisations, including troops on gun sites. He warmly congratulated Headquarters on its public relations policy and achievements.

T. W. MASLEN, Coventry, said there was no doubt that local authorities had power to spend money on publicity: Coventry city council had recently voted £4,000 for its civic exhibition, which was seen by 32,000 people.

The chairman intervened to deal with three points. He told the meeting that:

1. At present, Headquarters could find no money to allocate to branches for public relations work;
2. The associations of local authorities were considering the question of public relations, and the Association of Municipal Corporations had referred it to a committee for investigation; and
3. He thought that, if a local authority's expenditure on public relations was reasonable, it would be regarded as ancillary to the authority's other powers and would be *intra vires*. A local authority in doubt could ask the Minister for an express declaration that the proposed expenditure was *intra vires* under section 228 of the Local Government Act.

J. B. McCANN, L.C.C., warned members to face the implications of a forceful public relations drive. They could win the interest of the public only by dealing with vital services like housing or education, which were in the cockpit of party politics. NALGO should have views on the defects of the existing services and on ways of improving them, and should have the courage to express them. They should look on local government as a living organism and stress its potentialities rather than its achievements.

J. P. PHOENIX, Liverpool, described the public as the customers of the local government service, upon whom the service must make a good impression. That was not done by putting the newest junior, who knew little about the goods in the shop, at the inquiry counter. One of the most important contacts in local government was the telephone operator at the council offices. He deplored the attitude of ironical depreciation of local government so common among its officers.

Concluding the proceedings, Mr. Warren promised an early statement on the part which district committees might play in the public relations campaign. E. H. MASON moved a vote of thanks to the chairman and all who had taken part in the meeting.

NEW ERA IN NALGO'S EDUCATION WORK Greater Support Urged

THOUGH handicapped by the lengthy discussion at the preceding meeting of public relations officers, and to the fact that many Blackpool boarding houses put on their sole evening meal at 5 p.m., about 250 delegates attended the meeting of education correspondents on June 11.

C. J. NEWMAN, chairman of the N.E.C. education committee, who presided, welcomed the delegates and explained that the object of the meeting was to exchange ideas and formulate plans and procedure for increasing interest in NALGO's education work. This had been curtailed by the war, but he hoped that they were now at the beginning of a new era when they could develop substantially. He appealed to branches and area education committees to give continued and increasing support, and urged that every effort should be made to assist in the rehabilitation of members now serving in the Forces.

The principal assistant (Education) said the Education Act, 1944, and the reconstituted National Whitley Council provided a machinery which could be used in furthering education work; now was the time for NALGO to show energy and enthusiasm and utilise the machinery to the full. He outlined the aims of the education work, referred to the possibility of the establishment of a new local government examinations board and surveyed the Association's educational programme.

Brief reports on the work of the area education committees were presented, but owing to the limited time available it was agreed that these should be circulated to other area education committees. Discussion took place on rehabilitation and post-entry training, grants and recog-

(Continued at foot of next column)

B. & O. Fund £29,186 Breaks All Records!

ONCE again, branches, districts, and individual members broke all records in their contributions to the Benevolent and Orphan Fund last year, attaining, in subscriptions and donations, the magnificent total of £29,186—£2,574 above the previous record, set up in 1943. Income from investments, up by £198 to £2,859, brought the total income of the Fund for the first time in its history above the £30,000 mark—to £32,045, compared with £29,273 in 1943.

Winners of the trophies awarded for the highest contribution per member were:

1. "Sir Homewood Crawford" Shield—Southern District—with £1,908, an average of 6s. 7d. per member, the highest ever recorded.
2. "Viscount Wakefield" Shield—West Midland District—with £2,470, an average of 5s. 7½d. per member.
3. "Bridlington" Cup—North-Eastern District—with £2,035, an average of 5s. 7d. per member.

Contributions from other districts were:

| DISTRICT | TOTAL MEMBERS | AVG. |
|------------------|---------------|----------|
| Yorkshire .. | £3,948 15,091 | 5s. 3½d. |
| South-Western .. | £1,572 6,448 | 4s. 11d. |
| Eastern .. | £1,538 7,070 | 4s. 4½d. |
| South-Eastern .. | £1,430 6,690 | 4s. 3d. |
| North-Western .. | £4,895 23,824 | 4s. 1½d. |
| East Midland .. | £1,792 8,745 | 4s. 1d. |
| South Wales .. | £1,390 6,844 | 4s. 1d. |
| Metropolitan .. | £4,384 23,141 | 3s. 9½d. |
| Scottish .. | £1,549 10,341 | 3s. 0d. |

Eight branches qualified for a Diploma of Merit, awarded when total contributions since the inception of the Fund reach £1,000:

| | | | |
|---------------|--------|--------------------|--------|
| Carlisle .. | £1,100 | Nottinghamshire .. | £1,093 |
| Barnley .. | £1,018 | Staffordshire .. | £1,042 |
| Derbyshire .. | £1,017 | Cambridgeshire .. | £1,022 |
| Grimby .. | £1,001 | Exeter .. | £1,073 |

In addition, the following branches qualified for special mention in increasing their total contributions by a further £1,000:

| | | | |
|-------------------|--------|----------------|--------|
| Manchester .. | £7,230 | Lancashire .. | £3,087 |
| Leeds .. | £5,202 | West Riding .. | £3,020 |
| Stoke-on-Trent .. | £5,147 | Preston .. | £2,138 |
| Salford .. | £4,051 | Coventry .. | £2,080 |
| Kent .. | £3,327 | Darlington .. | £2,048 |
| Blackpool .. | £3,176 | | |

In addition to the three national trophies, seven district committees present local shields to the branches in their areas making the greatest contribution per head of membership. These have been awarded as follows:

- North-Western District—"Alderman Turnbull" Shield to Runcorn Rural (£1 16s. 5d. per head).
- North-Eastern District—"North-Eastern" Shield to Stanley (£3 per head).
- Yorkshire District—"Yorkshire" Shield to Driffield (£2 6s. 7d. per head).
- East Midland District—"East Midland" Shield to Coalville (£2 11s. 11d. per head).
- West-Midland District—"West-Midland" Shield to Coseley (£1 5s. 11d. per head).
- Eastern District—"Norwich Cup" (for the branch with a membership not exceeding 50) to Harwich (27 members, £1 6s. 6d. per head); "Southend-on-Sea Cup" (for the branch with a membership between 51 to 200) to Clacton-on-Sea (100 members, £1 7s. 4d. per head); "Norfolk Cup" (for the branch with a membership over 200) to Colchester (288 members, 13s. 11d. per head).
- Southern District—"Southern" Shield to Salisbury (£2 6s. per head).

(Continued from preceding column)

nition of educational qualifications, and suggestions made by the Metropolitan area education committee on the establishment of education centres. Questions were raised on co-operation with other bodies on the preparation of documents showing changes in legislation; co-operation of sectional and professional associations on post-entry training; and matters arising out of the agenda. The chairman said that a note had been taken of all points requiring further consideration by the education committee.

A sincere vote of thanks was accorded to Miss I. STANSFIELD, retiring vice-chairman of the education committee, for the excellent work she had done in the educational field and for her valuable services to the Association.

N.E.C. to Acquire Convalescent Home as NALGO War Memorial

GOOD progress in the negotiations for national salary scales was reported to the National Executive Council when it met in London on July 28—the first normal meeting since Conference. The Council was informed that the sub-committee of the National Whitley Council to which the problem of formulating national scales and conditions of service has been referred, had held two meetings, and much ground has been covered.

The Council considered the many references to it from Conference, and most were referred to committees for more detailed consideration. Decisions were, however, reached, and reports received on a wide variety of other matters, including:

London Local Government—The Metropolitan district committee is preparing a memorandum on the reform of local government in London which it suggests the Association should submit to the committee set up by the Government to consider the problem. The Council appointed a special committee to examine this memorandum, which will be considered by the full Council at its next meeting on October 6, or at a special meeting if the London Local Government Committee requires evidence to be submitted before that date.

Pensions (Increase) Act, 1944—Section 1 of this Act provides for increases in the pensions of local government officers, teachers, police, firemen, and the lower ranges of the civil service, subject to an income limit. Section 2 provides for increases, without income limit, in the pensions of certain civil servants whose pensions—formerly fluctuating with the cost of living—were stabilised in 1934. There are some local government officers whose pensions were formerly linked with the cost of living and have now been consolidated, but they do not come under Section 2 and are thus at a disadvantage compared with the civil servants who do. The Council is to collect evidence about such officers and as soon as sufficient information has been obtained, will send a deputation to the appropriate department.

NALGO War Memorial—In response to the Conference instruction, the Council decided to acquire and maintain a convalescent and rest home for members, to be administered by the Benevolent and Orphan Fund committee, as a permanent memorial to members who have lost their lives in the war. Search is now being made for suitable premises, and details of the scheme will be sent to branches later.

War Service Pay Triumph—Every member of NALGO serving in the Forces is now having his service pay supplemented if it is less than his civil salary. There are nearly 300 local authorities with no officers affected.

Water Bill—NALGO has been successful in obtaining amendments of this Bill:

- to provide that officers or servants of joint water Boards should be in the same position as regards compensation as officers or servants of other local authorities affected by an order referred to in clause 41 of the Bill;
- To delete clause 45, which purported to make the members and officers of a local authority responsible for any offence against the Act committed by the local authority which was proved to have been committed with the consent or connivance of or to be attributable to any neglect on the part of the members or the officers of the authority.

Reinstatement—In fulfilment of the Conference motion on the subject, branches are to be asked to supply information about any members who, after being directed into industry or any form of national service not covered by the Reinstatement in Civil Employment Act, 1944, are not being reinstated in their original local government employment. The Council will consider what further action is necessary in the light of the information obtained.

Superannuation—A special committee has been appointed to examine all the suggested amendments to the Local Government Superannuation Acts which have been submitted to the Association. Approximately 50 amendments, dating back to 1938, have to be considered.

Legal Assistance to Members—Twenty-seven cases of legal assistance to members were reported, including libel and slander (8), workmen's compensation (7), Ministry of Health and other

appeals (4), legal proceedings against members (3), holding of watching briefs (3), and running down actions (2).

New General Secretary—In consequence of the death of JOHN SIMONDS, the general secretary, the Council decided to invite applications for the appointment of general secretary and approved the terms of the advertisement (published on page 394). The President, chairman of the Council, and chairman of the establishment sub-committee are to prepare a form for completion by applicants. Should any present member of the Council wish to apply for the appointment, he must first resign his membership.

John Simonds Memorial Fund—The Council is to consider the most appropriate memorial to the late general secretary, and in the meantime is inviting branches to contribute. Donations already made by branches and by delegates who attended the Conference memorial service will be credited to the fund. Now that a permanent memorial is being considered, it is thought that branches will wish to increase their contributions (which were originally sent as donations to the Benevolent and Orphan Fund in lieu of flowers at Mr. Simonds' funeral).

Annual Conference, 1946—It had originally been planned to hold next year's Conference at Brighton during the week June 18-25, 1946. It was now reported that, since the Brighton Musical Festival would then be taking place, it would be impossible to hold Conference during that week, and the Council decided to hold Conference during the week June 9-16.

Pensions Appeals—Authority was given for independent medical evidence to be obtained when officers of the Association represent disabled ex-service members before pensions appeals tribunals.

NALGO Exhibition—The photographic exhibition of local government has proved so successful, more than 200 branches having already arranged to display it in their areas, that it was decided to prepare a duplicate set of the full-size screens at a cost of approximately £160. This set and the original full-size exhibition are now both fully booked almost to the end of 1946, while the ten sets on smaller screens are booked well into next year. By the end of July, the exhibition had been shown in 33 areas.

For the benefit of educational and other organisations, four sets of the exhibition have been supplied to the British Institute of Adult Education, which will circulate them on loan for a small weekly hire charge.

By the end of July, 336 sets of the exhibition had been sold, the purchasers including the Admiralty (140), Army Bureau of Current Affairs (70), Air Ministry (158 plus 100 copies of each of the four diagrammatic screens), British Council (22), Y.M.C.A. (10), and 28 local authorities. It was reported that the Air Ministry had placed an order for a further 1,000 sets.

NALGO Documents—The Council has agreed to embark on the publication of a series of documents dealing (a) with matters of general local government interest and (b) with the Association's trade union policy. The first series will seek to put the views of the local government officer on many current national and local problems upon which, it is felt, his special experience and knowledge will be of interest and value to the community. The second series will be designed primarily for the information of members of the Association.

"Local Government Service" Advertisements—Arising out of the notice of motion tabled by the Isle of Wight branch at Conference it was agreed that, as and when opportunity offered, all advertisements to which objection had been taken should be eliminated from the official journal.

Meetings of Branch Public Relations Officers—Arrangements are to be made, when practicable, to hold summer or week-end schools on public relations, together with area or district meetings of branch public relations officers.

Education of Repatriated Prisoners—All who began a course of study for the Association's examinations whilst prisoners-of-war are to be admitted to the grade of the examination for which they were studying without payment of examination fee, and other ex-prisoners who apply within six months of repatriation will be admitted to the appropriate grade without payment of

examination fee. This concession is to apply to any number of occasions on which admission to the same grade of examination is sought.

Diplomas in Public Administration—The Council is to invite universities and university colleges to organise courses for a degree or diploma in public administration during the forthcoming session and will offer grants where courses are organised.

Staff Colleges—Efforts to persuade the War Office to set up special Civil Resettlement Units for local government officers, as an alternative scheme to the provision of staff colleges, have failed, the War Office taking the view that it would not be practicable or desirable to segregate into separate units men destined for the various professions. At the same time, the War Office has agreed that, where students of one profession could be brought together at the Formation Colleges under the Army Education Scheme, they would be given opportunities for taking refresher courses in their civilian work.

Handbook on Wartime Changes—After further consideration, the Council decided not to proceed with the proposal to prepare a handbook showing wartime changes in legislation affecting local government. It was felt that a brief summary would not meet the needs of those who made the suggestion and might even be misleading; moreover, the Law Society has already published at 30s. a "Modern Law Manual for Practitioners" which gives much of the information required. Detailed references to the changes in legislation affecting the work of particular departments can best be supplied by chief officers, sectional and professional societies, NALGO, and similar organisations.

Workers Educational Association—The chairman of the education committee, A. E. ODELL, was appointed a representative of NALGO on the newly constituted W.E.A. Central Council; and it was agreed to make a donation of £50 to the association's special appeal for £100,000.

Summer School—It is proposed to hold a summer school next year, if accommodation can be found.

NALGO Hotel—Efforts are to be made to obtain the maximum number of permanent guests at the Association's private hotel, Cefn-y-Mynach, Rhos-on-Sea, during the winter months; any accommodation available at Christmas will be let to members at 15s. a day and to non-members at 20s. a day.

NALGO Holiday Guide—It is hoped to resume publication of the NALGO Holiday Guide next year, subject to approval by the branches concerned of all addresses in the Guide not directly recommended by members.

Gifts to War Orphans—On the recommendation of the Benevolent and Orphan Fund committee, it was agreed to make an annual birthday gift of £5 5s. to each child of a NALGO member who lost his life while on war service or through enemy action, the gifts to be made from the first to the sixteenth birthdays. The scheme begins on September 1, and branches have been asked to send to Headquarters details of all children eligible. Present information suggests that between 300 and 350 orphans will benefit.

Christmas Gifts—Once again, the B. & O. Fund is to make Christmas gifts to beneficiaries in need, of 25s. to those living alone, 30s. to families of three, and 35s. to families of four or more.

Visits to Orphanages—Members of the B. & O. Fund district sub-committees are to visit annually and report on the four schools in which orphan children of members are being educated and maintained.

B. & O. Christmas Card—South Shields branch is arranging for a special Christmas card for sale to members, the profits to go to the B. & O. Fund. Details will be given later.

National Health Service—A. A. GARRARD was appointed member of a joint deputation which is being sent to the Minister of Health by the T.U.C. Advisory Committee.

Representation on Other Bodies—The following were appointed to represent the Association on other organisations:

National Council of Social Service—A. A. GARRARD.
London Council of the Royal Society for the Prevention of Accidents—W. STROTHER.

(Continued on next page at foot of column 1)

NINE new members were elected to the N.E.C. this year, including, for the first time in the Association's history, two women successful in the normal ballot as distinct from the separate vote for women representatives. Conference decided that this separate election for women shall be discontinued. The new members are:

MISS M. ANDERSON, superintendent of meals, West Ham, entered the local government service in 1918 as assistant superintendent of a Leeds industrial school, after serving during the 1914-18 war as organiser of a National Kitchen



F. C. Corbishley

R. F. Donnelly

at Newark-on-Trent. Transferring to West Ham in 1928, as organiser of the school dining centres for necessitous children, she has steadily built up her department to cover, during the war, all

(Continued from preceding page)

Association for Education in Citizenship—A. E. ODELL.
Joint University Council for Social Studies and Public Administration—GENERAL SECRETARY.
Association of Superannuation and Pension Funds—GENERAL SECRETARY.
National Federation of Permanent Holiday Camps—chairman of the Special Activities committee (A. G. BOLTON).
Town and Country Planning Association—W. STROTHER.
National Council of Social Welfare (Old Peoples' Welfare Committee)—G. W. PHILLIPS (with H. BLIZARD as substitute).
National Savings Movement—E. A. S. YOUNG.
Council for Educational Advance—A. A. GARRARD.
International Union of Local Authorities: Council for Great Britain—F. H. HARROD, P. H. HARROLD, D. J. PARRY, C. J. NEWMAN, E. L. RILEY, J. H. WARREN, E. A. S. YOUNG and the GENERAL SECRETARY; executive committee—P. H. HARROLD and the GENERAL SECRETARY.
Standing Conference of Women's Organisations—MISS M. ANDERSON.

Rushcliffe Committee—H. ALLEN, A. G. BOLTON, and C. A. W. ROBERTS.

MISS M. ANDERSON and J. YOUNG were appointed members of the National Whitley Council in place of Miss I. Stansfield and the late general secretary, and A. BEVAN and J. E. N. DAVIS were nominated for election to the executive committee.

Resignation—W. THRELFALL resigned from the Council on his acceptance of a new appointment at Bexley, Kent, thus creating a vacancy in the North-Western district. The Council decided to fill the vacancy by holding an election in accordance with the new rules (which provide for nominations by the branches in the district, to be accompanied by a brief statement of the N.A.L.G.O. and allied experience of each candidate, and a ballot by all the members in the district). In accepting Mr. Threlfall's resignation the Council congratulated him on his new appointment and thanked him for his valuable work while a member of the Council.

E. A. S. YOUNG, chairman of the Council, presided, and those present included:

E. L. RILEY (vice-chairman), R. ADAMS, H. ALLEN, MISS M. ANDERSON, F. BAIRD, W. R. BEYERS, D. J. BELTON, L. BEVAN, H. BLIZARD, A. G. BOLTON, E. M. BOURNE, S. H. BRODIE, J. BROWN, R. D. BROWN, A. CLARK, F. C. CORBISHLEY, W. O. DODD, R. F. DONNELLY, J. W. EDMONDS, R. EVANS, R. L. EVANS, A. A. GARRARD, MISS I. L. GATES, F. H. HARROD, P. H. HARROLD, R. E. HERON, H. W. JOHN, H. R. JONES, H. JOYCE, G. LLEWELYN, T. W. MASLEN, E. H. MASON, J. W. MOSS, C. J. NEWMAN, T. NOLAN, A. E. NORTON, A. E. ODELL, A. DENTON OGDEN, D. J. PARRY, J. PENNY, J. PEPPER, G. W. PHILLIPS, A. PINCHES, W. PITT-STEEL, W. ROWLANDS, H. RUSSELL, L. C. ST. LEGER YEEND, F. SHARPE, R. T. SHEARS, L. H. TAYLOR, W. THRELFALL, J. H. TYRELL, J. S. UNDERWOOD, W. E. VEASEY, S. WHITEHEAD and J. YOUNG.

communal feeding. She has been active in N.A.L.G.O. since 1940, first as a member of the branch executive, later of the Metropolitan district women's sub-committee, of which she has been chairman for the past two years.

MISS F. L. GATES, S.R.N. school nurse, Reading. Although a member of the Association for only eight years, Miss Gates has already made her mark. Within four months of joining the Reading branch she was elected first secretary of the branch dramatic society, and a year later was elected to the southern district committee. She helped to found the women's sub-committee of her branch, and is now its secretary, as well as branch representative on the southern district women's sub-committee.

F. C. CORBISHLEY, chief clerk, secretarial section, treasurer's department, York. In the service of York city council for 25 years, Mr. Corbishley was elected to the branch executive in 1936 and has been branch secretary since 1937, during which time membership of the branch has almost trebled. A member of the Yorkshire district committee for some years, he has sat on its executive since 1942, and is a member of the district education committee and of the staff side of the provincial Whitley Council. As branch secretary, he has persuaded York city council to supplement the pay of members in the Forces throughout the war and to adopt the provincial council's salary scales, sickness regulations, war bonus awards, and rehabilitation scheme.

R. F. DONNELLY, inspector of weights and measures and petroleum officer, Kilmarnock, has been secretary of the Kilmarnock branch since its formation in 1940, as well as local correspondent for all the ancillaries. Though a young branch, Kilmarnock is a flourishing one, with practically 100 per cent membership, and Mr. Donnelly has organised many brain trusts, "quiz nights," smokers, whist drives, and dances to build up a substantial "Welcome Home" Fund for members in the Forces. He is also a member of the panel of lecturers formed by the Glasgow regional committee for adult education among H.M. Forces, and has given hundreds of lectures on local government and allied subjects.

R. EVANS, D.P.A., F.I.A.R.V.O., rating and valuation officer, Blackwell R.D., has been a member of N.A.L.G.O. for 18 years and was president



R. L. Evans

J. W. Moss

of the Mansfield and District branch in 1939 and branch chairman from 1940 to 1945. First elected to the East Midlands district committee in 1936, he has been a member of the executive since 1941. He was elected to the staff side of the provincial Whitley Council in 1939 and has sat on its executive committee since 1942. A Fellow (Honoursman and Prizeman) of the Incorporated Association of Rating and Valuation Officers, Mr. Evans has been secretary of the East Midlands branch of that association since 1936 and is also a member of its national council.

R. L. EVANS, first-class clerk in the clerks' department, Warwickshire C.C., entered the service as an office-boy in 1924. He was secretary of the Warwickshire county officer's guild from 1934 to 1936, when the guild was disbanded on the formation of the N.A.L.G.O. branch; and has been secretary of the branch from 1930 to 1937 and from 1940 to the present day. Mr. Evans is also local correspondent for the Approved and Provident Societies and Logomia, and has been a member of the West Midlands district committee since 1936, and the district ancillaries committee since its formation in 1944; of the West Midlands provincial council since 1943, and of Warwickshire C.C. staff advisory committee since 1942.

T. W. MASLEN, audit assistant, treasurer's



J. Penny

Miss F. L. Gates

department, Coventry, has served Coventry city council since 1924, and confesses that his introduction to N.A.L.G.O. affairs derives from his selection to play in a branch team in a district tennis competition. He was elected to the branch executive in 1931, has been branch secretary since 1934, and is now a member of the local joint committee, the management committee of the local widows' and orphans' pensions fund, the joint canteen committee, the executive of the West Midlands district committee, and the staff side of the West Midlands provincial council.

J. W. MOSS, education officer (Chepping Wycombe), Bucks C.C., has been a member of N.A.L.G.O. since he started his career in the education department at Oldham in 1913. After service in the Army in the 1914-18 war, was elected secretary of Oldham branch and a member of the north-western district committee and the Approved Society management committee. Transferring to Buckinghamshire C.C. in 1928, he has held office as chairman, vice-chairman, chairman of the sports committee and leader of the staff side of the joint advisory and consultative committee.

Appointed secretary for education at Wycombe borough in 1939, Mr. Moss helped to found the Wycombe borough branch and was its first president. He has been a member of the southern district committee for 15 years, serving as vice-chairman in 1936 and chairman from 1937 to 1939, member of the executive and B. & O. sub-committee.

A member of the southern provincial council since 1940, Mr. Moss was this year appointed chairman of the staff side and vice-chairman of the full council. He is also a member of the staff side of the National Whitley Council.

J. PENNY, A.L.G.A., chief assistant, city assessor's department, Dundee, has been a member of N.A.L.G.O. for 26 years and of the Dundee branch executive for 20 years, most of the time in an official capacity—first as treasurer and for the past 12 years as secretary. He has also been a member of the Scottish district committee for 12 years, and for more than three years sat on the staff side of the Scottish Joint Industrial Council.

We regret that in the list of the new N.E.C. published last month, A. E. ODELL was incorrectly described as committee clerk at Southwark. Since April, Mr. Odell has been deputy town clerk of Poplar.

Educational Centre for London Officers

THE Metropolitan Area Education Committee is providing an experimental educational centre for the benefit of members returning from the Forces and others, at the Polytechnic, Regent Street, W.1. A local government officer with wide experience in training and careers will be in attendance on Wednesday afternoon and evening each week, starting next month, to advise members on courses of study and careers in the service. Details are obtainable from branch secretaries, or from the Honorary secretary of the Area Education Committee, 39 Parkside Drive, Edgware, Middlesex.

Courses for the Diploma in Public Administration will be held at the Polytechnic, and the City of London College, Electra House, Moorgate, E.C.2, during the winter. Classes in local government subjects will be held at the Westminster Commercial Institute, Millbank School, Erasmus Street, S.W.1, and at the North-Western Polytechnic, Prince of Wales Road, Kentish Town, N.W.5. Full particulars of these can be obtained on application to the respective principals.

Other classes of interest to local government officers are being organised at various L.C.C. evening institutes, of which details are in "Floodlight," a booklet obtainable from bookstalls or the education department, County Hall, S.E.1.

Ancillaries All Maintain Progress

All the NALGO ancillaries held their annual general meetings at the Winter Gardens, Blackpool, on Friday, June 15. The meetings are reported below.

LOGOMIA

Funds Up by £65,000

THE heavy loss sustained by the association through the death of JOHN SIMONDS, its general manager since 1919, was referred to by the chairman, S. LORD, who said:

"Ever since 1919 I had been in close contact with him and his work. He was mainly responsible for the building-up of Logomia from its tender foundations and his subsequent activities, first as legal secretary and finally as general secretary of NALGO proved his great abilities and his sterling qualities.

"He was kindly and considerate to all with whom he came into contact and I know he was beloved by his staff, whose interests he had always at heart. He had a dignity of manner and great personal charm, and it was a privilege to be numbered among his friends. We honour his memory and remember his great qualities. It will not be easy to find a successor of equal merit to pilot the affairs of our great association."

Presenting the annual report, Mr. LORD said that total funds at December 31, 1944, amounted to over £840,000, an increase of £65,000 during the year. The funds were invested to the maximum, with £611,402 in British Government securities.

In 1944, there were 53 death claims on the fund, for sums totalling £13,100. The risks were well spread, the average sum assured per policy being £243.

On the fire section there had been an increase in premium income of approximately £3,000.

The demand for motor insurance cover was increasing as a result of the return of the basic petrol ration, and it was hoped that before the next annual meeting the premium income from that class of business would be well on the way to pre-war level. The NALGO motor policy was one of the most comprehensive available at premium rates as low as, if not lower than, those of any first-class office.

APPROVED SOCIETY

Surplus Funds Provide Higher Benefits

PRESENTING the annual report of the committee of management, R. W. COPPOCK told members—of whom 120 attended the meeting—that the society had sent out 23,000 cheques during 1944—an average of 74 each working day. Of these, 17,300 were for sickness, disablement and maternity benefits and 5,700 for additional benefits. Membership had increased by nearly 600 during the past two years, to 34,900.

Thanks to surplus funds accumulated over the past three years, it had been possible to increase the grants for dental, optical, hospital, and surgical appliances benefits. But for the fact that, owing to the war the society had not been re-valued, and the Ministry of Health had consequently been unable to declare a revised sum available for additional benefits, it might have been possible to institute a new scheme with perhaps greater benefits. Regulations had, however, been issued to enable the Ministry to extend the existing scheme for three years, and this period was due to expire on December 31, 1947. So far, the Minister had extended the scheme for one year, and it was expected that it would be extended yearly until the end of the allotted period. The committee of management hoped to maintain the existing high grants on each benefit, despite the greater demands to be expected on the funds as members were demobilised from the Forces.

The society's convalescent home at Matlock had done great work and would, he hoped, do greater work before it came to an end. It had, he said, played a great part in cementing the "esprit de corps" which exists among local government officers. A new matron who was a State registered nurse, had been appointed and he was sure that every member visiting NALGO House would be made to feel at home.

Since the publication of the Government White Paper on national insurance, many alterations had been suggested to the Minister, and until the Bill now being prepared was published it was impossible to say what the future held for the society. As far as could be judged, however, the right to preserve approved societies was not yet lost.

The financial statement and auditor's report for 1943, presented by V. CARTLEDGE, trustee of the society, was approved. The committee of management was re-elected with the exception of S. H. BRODIE, Glasgow, who did not stand, who was replaced by R. A. MILLAR, Glasgow. HADEN CORSER, acting general secretary of NALGO,

NALGO DIARY, 1946

The Association is again publishing a NALGO Diary for 1946, and copies, price 2s. 6d. each, should be ready in December. Members wanting the diary must order from their branch secretaries, not from Headquarters. Branch secretaries have been notified of the number allocated to them.

was appointed secretary of the society, pending the appointment of a general secretary of the Association.

C. A. W. ROBERTS, president of the society, who presided, welcomed NALGO's new president, F. H. HARROD, who was elected president of the society for 1945-6. Mr. Roberts referred to the great loss sustained by the society in the death of its secretary, JOHN SIMONDS, and the meeting stood in silence as a mark of respect.

BUILDING SOCIETY

Increased Advances Urged

A. PINCHES, the chairman, presenting the report, congratulated the members on the satisfactory financial position of the Society. It was essential however, still further to increase the amount of new mortgage business, and he therefore urged local correspondents to make the advantageous terms offered more widely known, in particular to those members who could buy the house they were now renting, since they were in a favourable position to arrange a reasonable purchase price.

C. COSTELLO, Grimsby, asked whether the Society could help borrowers more by increasing the advance beyond 90 per cent. where the purchase price of a house exceeded its present value. Some members could not find a deposit of 10 per cent. of the purchase price.

The chairman promised that the committee would consider this suggestion, and also a suggestion by R. L. EVANS, Warwickshire, that they should revert to the pre-war practice of extending mortgage repayments over a term of 25 years. Asked whether it was intended to review the present scale of fees paid to local correspondents, Mr. Pinches said that the whole question of fees was being considered by a special committee of the N.E.C.

The hon. treasurer, S. WHITEHEAD, presented the accounts, which were adopted. T. E. BRIERLEY, Coventry, B. A. EDMONDS, Salop County, A. TEALE, Leeds, and E. S. JOHNSTON, Glasgow, were elected to the committee of management.

PROVIDENT SOCIETY

Expenditure Close to Maximum

SUBMITTING the annual report, T. NOLAN, the chairman, said that it could not indicate more than an infinitesimal part of the society's work during the year. The high level of service provided for members in a sphere which was hardly ever thought of save by those stricken with illness had been maintained over 25 years.

The society was spending nearly the maximum and, whilst it was the desire of the committee to have some reserve to meet epidemics and, if possible, to provide further benefits, the aim was to give members the greatest possible cover in times of sickness commensurate with the contributions paid and the stability of the funds.

Referring to the need for increased propaganda to bring the benefits offered to the notice of the thousands of NALGO members who were not members of the Provident Society, Mr. Nolan said that a committee of representatives of the four ancillaries was now considering a "new business" campaign to be launched as soon as the young men and women returned from the Forces.

Amendments of rules recommended by the committee of management were adopted.

The Chairman paid tribute to the late secretary, JOHN SIMONDS, and the members present stood in silence as a token of respect.

"PLAN A FILM ABOUT 399 YOUR JOB"

Competition Result

LOCAL government officers are certainly film-conscious! So many, indeed, responded to the invitation in the April journal to "Plan a Film About your Job," that it has taken the four judges the best part of three months to read and assess the wealth of material submitted.

In all, 63 readers sent in "treatments," some going into the most elaborate detail, and one amounting almost to a book (a well-written book, too) of about 13,000 words. The variety of subject was equally remarkable and encouraging. While water, libraries, and the work of the sanitary inspector were the most popular, with eight entries apiece, almost every other branch of the service was covered, not excluding the home teacher of the blind (a fascinating subject, treated with interest and humour), the school attendance officer, and the gas meter inspector. Electricity, housing, and health visitors produced three entries each, transport, the health and school medical services, the architect and engineer, slum clearance, salvage, and tuberculosis prevention two each, while services covered by a single entry included those of the district nurse, typist, public assistance officer, medical officer of health, weights and measures inspector, housing welfare officer, and publicity manager. In addition, there were single scripts on local government finance, sewerage, school meals, community centres, valuation, and gas.

Judging among such a wide variety of subjects and treatments was far from easy. But the judges—Miss Phyllis Ross and Mr. R. Q. McNaughton, script writer and producer respectively, of the Crown Film Unit, Mr. J. H. Warren, town clerk of Slough and chairman of the NALGO public relations committee, and the public relations officer—had no hesitation in awarding the first prize to Mr. D. LISTER, sanitary inspector to March urban district council for a film on "A Day in the life of a Sanitary Inspector." Mr. Lister's treatment showed both imagination and a keen sense of the possibilities of the cinema; his film, if produced exactly as he wrote it, would undoubtedly give the spectator a vivid impression of the range and value of the sanitary inspectors' work and, equally important, would be intrinsically interesting even to those who knew nothing of its subject.

For second and third prizes there was little to choose between a dozen entries, all of nearly equal merit. Two, both on water supply, by R. CHARLES, principal assistant at the Sheffield waterworks department, and E. DIXON GRUBB, surveyor and waterworks engineer at Burnham-on-Sea, showed rather more imaginative treatment than the others, and the judges decided to share the second and third prizes equally between them. Entries by PHYLLIS TAYLOR, Croydon (libraries), MARGARET HAMILTON, Glasgow (transport), MORRIS HODGKINS, Eton R.D.C. (sanitary inspector), Miss M. YATES, Hull (health visitor), F. W. ALLEN, Bolton (sewage purification), W. COMBEY, Gosforth (sanitary inspector), R. GOODBODY, Bolton (sanitary inspector), A. J. MORTIMER, Brighton (disease prevention), JOSEPHINE WAREING, Preston (electricity), and LEONARD BLACKMORE, Stoke-on-Trent (water) are all highly commended.

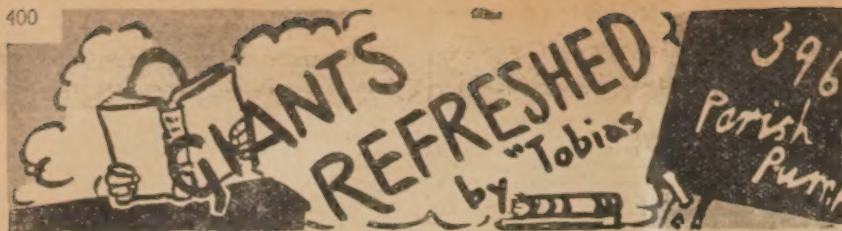
Competitors will be interested to know that all the entries are to be handed over to the Crown Film Unit, which is now working on a local government film and is planning a series of up to a dozen more.

Commenting on the entries generally, Miss Ross writes: "About half are of high research standard... we shall go through them and extract all the appropriate information as an 'ideas' basis for the scripts. Some will be most helpful for research."

LOGOMIA LIFE POLICIES War Risks Exclusion Clause Withdrawn

THE Board of Management of Logomia has decided to withdraw the war risks exclusion clause from life policies and to issue new policies on the following terms:

- Unrestricted on lives over 30 years of age on or after 28th July, 1945, and,
- to exclude war risks until the official conclusion of the war with Japan for lives under 30 years of age on or after the 28th July, 1945. Existing policies issued since September 1939 which contain war risks exclusions will be brought into line with this policy.



"YOU ought to take a refresher course," said Betty.

The joke about adjourning to the Local Government Arms at the corner had long since palled. We simply buried our heads in ledgers as if they had been all the sand of Sahara.

Betty herself is at the age when night classes take up time which might have been devoted to keeping our local soldiers from getting rusty in the arts of boogie woogie and Weren't-You-at-Blackpool-Last-Year. Therefore she resents our comparative freedom.

"George, you don't have to hunt slugs in the garden every night," she nagged. "Miss Gymbol, you've lots of time now that fire-watching's stopped. And Mrs. Tobias would love a rest from looking at you—"

Goaded, I snapped: "As a matter of fact, I've been taking a class for some time now. And so has the Boss."

Mouths dropped, and whole bodies turned round on chairs and stools, as if the owners had stiff necks.

"Well, of all the—" began Miss Gymbol.

"Dirty—" supplied George.

"Bootlicking—" added Mr. Barrington, with unusual heat.

"Turncoats," finished Betty, having herself undergone a complete change of front.

It has always been our contention that years of devotion to the task of transferring figures from one set of books to another, and manhandling the results with the aid of a ready-reckoner, have given us such an insight into the entire business of local government that any further education is unnecessary. Some time previously, however, a letter had come in from a local college, offering to run a class in public administration, etc., and suggesting that the Council might be prepared to pay the fees of any of its employees attending the class.

Rufus, as Public Negotiations Officer, had the job of declining this offer in such terms as would prevent the college proprietors from going about saying that the councillors were lost in a maze of red tape and everybody ought to vote for the other political party. At Rufus' request, I asked the Boss for his views on the matter, and to my surprise he was enthusiastic.

"You know, it isn't a bad idea," he glowed. "I rather think I'll come along to this class myself—just to find out what this local government business is. Ha, ha!"

I discovered from another source (Mrs. Sloper, our office cleaner, to be precise) that the Boss's mother-in-law had recently come to live with the Boss and his wife; this may have accounted for his sudden desire to improve himself in the evenings. Or he may have been anticipating the cry which is due to arise spontaneously from the rank and file of NALGO at any moment: "A Living Wage for the Thousand-a-Year Man."

Anyway, there we were, he and I, two evenings a week, sharing an undersized desk in an oversized schoolroom, and chatting like a couple of old pals about the war, the peace, and NALGO.

"I'd like to take more interest in NALGO," he confided to me, "but nobody's ever asked me. Oh, I get printed notices, but nobody seems to think of approaching me."

I made a mental note to get Rufus to order a plush-framed, illuminated invitation card and present it to the Boss on a velvet cushion before our next branch meeting.

On the evening after our discussion in the office, I turned up slightly late at the class, and was disgusted to find that my place beside the Boss was occupied by, of all people, Daffy, our machine operator, who was sitting cooing at him in the most disgusting fashion. As I slipped into the seat behind, he was patting her hand and saying fatuously: "A girl like you shouldn't bother her pretty head about this stuff. In no time at all we'll be losing you to some lucky—"

"What about the marriage bar?" hissed someone beside me. "When it's abolished she won't have to leave."

It was none other than Miss Gymbol, armed to the teeth with pencils and notebooks (office supply). An inky pellet coming to rest on my clean collar announced the presence of George behind me, and next to him was Mr. Barrington, clutching a huge volume which turned out to be "A Local Government Vade Mecum," published 1894.

Thereafter the class became a popular rendezvous. If pressure of work in the office interrupted a tale of last night's boy friend or to-morrow's racing cert, you said out of the corner of your mouth as you turned away: "Tell you at the class."

The lecturer was a rather doddery personality, who was inclined to be overawed by the Boss's presence. Every now and then, to emphasise a point, he would say, "I'm sure you'll agree, sir?" and the Boss, sitting up violently, would nod, for all the world as if he had been awake all the time. Games of Consequences raged furiously below desks, and even Miss Gymbol was heard sucking peppermints. If only someone had brought in this week's long thrilling adventure of Billy Bunter and his friends, the illusion would have been complete.

Then the blow fell. When we gaily enrolled for the course it had not occurred to us that at the end of the session, lurking in wait for us like a last year's mistake, would be that monster known as Th' exam.

To our surprise, the Boss announced his intention of sitting for Th' exam. "I'm just a pupil like the rest of you," he said magnanimously. Then he added: "I would remind you that the vacancy caused by Mr. Rufus' transfer to Public Negotiations work is still to be filled, and the results of this examination will be taken into consideration."

This added further to the swotting and the gazing into space with the abstraction of one who apparently sees into the unknown, but is actually only trying to memorise it.

The general impression seemed to be that the issue lay between George and me, and a few days before the event young Betty, acting as intermediary, came to me with a suggestion that I should thereafter abstain from any swotting, cramming, etc., to wipe out my unfair advantage of having been at the class longer than the others.

I was shocked. "Never!" I cried. "Never will I countenance such interference in the working of Fate."

As usual, there was a maddening interval before the examination results were announced. Every day somebody remembered an idiotic mistake he or she had almost certainly made in the last question but one, and there was a story about the Boss having passed a note to Miss Gymbol: "Kindly verify my impression that $2 + 2 = 5$." However, I was able to prove that there was absolutely no truth in this; it was not to Miss Gymbol, but to me, that the note was passed.

When at last the list appeared, it was headed by the Boss, with George a good second, Miss Gymbol a fair third, and myself only just bringing up the rear. (Daffy had stopped attending the class as from date of annexation of her affections by a flaxen-haired sailor with a phony accent, and Mr. Barrington, having ploughed through his book only as far as the Crimean War, had not sat for the examination.)

Since it was announced that I was to have Rufus' vacancy, George has been behaving rather caddishly. He says that (a) I must have "wangled" the job in some way, and (b) he doesn't believe I was really at the bottom of the list.

I am extremely hurt by these accusations. I never even mentioned the job to the Boss, and it was impossible for me to have other than a low mark in the exam, as it would have looked suspicious if I had given the same answers as I had worked out for the Boss with the aid of a text-book the night before—the lecturer having obligingly lent him a copy of the papers.

AT RANDOM

By "Hyperlon"

Civic Occasion

The Judge's lodgings being in the City of Markhampton, it was the duty of the city police to protect its august visitor. The assizes being uniquely the affair of the County of Markshire, it was equally the duty of the county police to keep watch and ward over them. Rivalry between the two forces had been acute and even at times violent, until a solemn conference between the county authorities and the city fathers—under the presidency of no less being than the Lord Lieutenant—had produced an acceptable compromise: from the lodgings to the cathedral the Judge belonged to the city; from the cathedral to the courts to the county. On the second and subsequent days of the assize, the county relieved the city at a place approximately midway between the lodgings and the courts. Such are the complexities of local government in Markshire.

—From "Tragedy at Law." Cyril Hare.

Mixed Metaphor Department

The New Deal endeavours to keep its skirt out of the gutter, but under its petticoat will be found political union gangsters and racketeers who generously butter the party's collar.

—From a letter in the "San Francisco News."

Invective

"... born and conceived in a pigeonhole, swaddled in red tape, educated in the Treasury, achieving manhood at last in the War Office the War Secretary reaches his final position in this House to give answers of that kind. When at last he is removed to another place, upon his tombstone, no doubt, there will be placed, not an epitaph but a Treasury minute: 'Passed to you for further consideration and comment.'"

—Mr. Quintin Hogg to the former War Secretary, Sir James Grigg.

Retort Courteous

Lord Mansfield paid little attention to religious holidays. To the scandal of some members of the Bar he would sit on Ash Wednesday. At the end of Lent he suggested that the court might sit on Good Friday. Serjeant Davy bowed in acceptance of the proposal. "If your lordship pleases, but your lordship will be the first judge that has done so since Pontius Pilate." The court adjourned until Saturday.

—A. H. Baker in "The Sunday Times."

"A Rose by any Other Name . . ."

A family called Rose had a baby girl and christened her Wild, as they thought it made such a lovely combination. Then she went and married a man called Bull.—Brains Trust story.

Brevities

Money doesn't always bring happiness. A man with ten million dollars is no happier than a man with nine million dollars.

—"Army and Navy Journal" (U.S.)

A lifetime of happiness! No man could bear it!—Bernard Shaw.

He spent so much on the girl he finally had to marry her for his money.

He must have had a magnificent build before his stomach went in for a career of its own.

—Margaret Halsey.

Punctuality—the art of guessing correctly how late the other party is going to be.

A statesman thinks he belongs to the nation, but a politician knows the nation belongs to him.

Fanaticism consists in redoubling your efforts when you have forgotten your aim.

—George Santayana.

Thought for Tomorrow

The atomic bomb is here to stay—but are we?

The Economist

Man buying a new tyre: "Leave the wrappings on—I might be able to get a couple of miles out of them."

Bureaucrats

Doyle thought that the Home Office bureaucrats were insane to ignore the evidence he had placed in their hands; but in expecting reason and justice from bureaucrats his own sanity was open to doubt.

—From Hesketh Pearson's "Conan Doyle."

Welcoming the Warrior : Returning the "Temp." More Public Relations Progress

AT last, after nearly six years, we are beginning to welcome home the 40,000 of our colleagues returning from war service. Soon, the present trickle will become a flood. Are we all, as branches and individuals, ready with the welcome they have been anticipating for so long and which we wish to give them? The National Whitley Council has done its part. Are all branches and individual members doing theirs, by persuading their local authorities to adopt the recommendations and by offering a reception that is as warm personally as it is comprehensively official?

One of the best examples of what is needed that I have seen is the letter which Sir Douglas Ritchie, general manager of the Port of London Authority has sent to all members of the authority's staff in the Forces. In friendly and informal tone, it expresses the authority's pride in the achievement of its officers and its pleasure at their homecoming, and goes on to answer the questions they are asking. War service pay will be made up during demobilisation leave. Every officer will resume employment on his substantive grade, and an assurance is given that no member in the Forces has been passed over for promotion in his absence. War-time vacancies have been filled by temporary "acting" appointments, and ex-service men will be considered when substantive appointments are made. There will be a short refresher course, without examination, for certain officers. Applications from men who wish to remain in the Forces will be considered on their merits, and leave may be given for up to two years, with maintenance of reinstatement and pension rights. Those discharged unfit will be granted sick leave on full pay for at least 80 days, irrespective of grade.

Sir Douglas explains that the P.L.A. is not applying for the release of any of its staff under Class B "in order that the demobilisation scheme may operate fairly."

A similar letter from every local authority to its officers on service would remove many fears and greatly help to ease the difficulties of transfer from uniform to "civvies."

"Temps." Want to be "Perms."

BUT, while doing all we can for colleagues returning from the Forces, should we not also give some thought to the hopes and plans of the thousands of so-called temporaries who have taken their places during the war? The Association's first duty must, of course, be to its permanent members; nevertheless, it has some obligation to the temporaries, most of whom have done fine work, both in the service and in NALGO.

Before deciding on a policy, however, we must know the facts. How many temporaries are there? How many propose to leave local government as soon as they can, and how many wish to stay and make the service a career? An inquiry conducted recently by Luton branch—whose parallel inquiry into the hopes and ideas for the future of serving members I reported in May—gives a significant pointer. Luton has a total of 207 temporary officers, 53 men and 154 women. Out of 38 men and 93 women who replied to a questionnaire, 35 men and 77 women expressed a desire to remain in local government after the war, and only three men and 16 women did not wish to do so. Out of 60 juniors, all save three, and out of 71 seniors, all save 16 (of whom 14 were women) wanted to stay in the service. Of the total of 112 wishing to stay, 33 were prepared to accept a position under another local authority.

In view of this clear indication of the desire of the majority of temporaries, the Luton branch executive has agreed to urge the council that, after all officers now on war service have been reinstated, every effort should be made to appoint to permanent posts those temporaries who wish to remain in the service, and who are regarded by their chief officers as satisfactory. At the same time, the branch is recommending that temporaries who are prepared to accept posts under another local authority should do so as soon as the Whitley Council ruling on permanent appointments has been relaxed.

Unsolicited Testimonials!

SIR,—Your editorial is headed by the word "Bewildered," but I venture to suggest that you are not at all bewildered by these events. To my mind the only explanation necessary is "NALGO."

Here you have a group of individuals concentrated at the very heart of the city, in touch with every move made, or to be made. They attend considerably less hours than 99 per cent of the ratepayers, and even then find time to defend the rights of any of their fellow members. Should any query be forwarded to a government department, they may be assured of a very sympathetic hearing and sound advice, as this department is sure to be staffed by NALGO members.

As I dare say Bingley would agree, the National Association of Local Government Officers are our masters and we must do as we are told. I may be wrong; indeed, I hope I am; but I do think that this organisation is very strong and clever and so dangerous.—R. MARLTON.



Sir,—There are signs that the public are at last becoming restive and uneasy under the NALGO tyranny, but it is too late. For years the Nalgos have been insidiously infiltrating into positions of power and the stranglehold is complete. Some bodies, Bingley, for instance, are still feebly struggling, but Bradford, with its defences undermined, goes down at the first puff, powerless against the strong wire-pulling facilities now at NALGO's disposal.

All this will come as no surprise to any who have taken the trouble to read that "Mein Kampf" of Nalgism, their Official Journal. The whole theme of this sinister periodical is public exploitation and the best means of attaining that end.—R. H. B.

Two letters in the "Yorkshire Post," apparently prompted by the fact that NALGO had succeeded in an appeal to the Minister of Health against a request by Bradford city council for consent to the dismissal of an institution master.

Private to Lt.-Col.

WHICH member of NALGO has had the swiftest rise in the Forces? The question is prompted by an account in the "Sunday Express" of the career of SYDNEY WIGGINTON, a schedule clerk in the transport department at Nottingham, who joined the Army as a private in an anti-aircraft battery and is now, at the age of 31, a lieutenant-colonel. He was picked for a course at Sandhurst soon after entering the Army, became a captain in 1941, served in North Africa, and in December, 1942, qualified in parachute jumping and was sent on a secret mission in the Balkans, establishing liaison between the United States Army Air Force and the partisans and earning two mentions in dispatches. In May, 1943, he was promoted major, and in December of the same year, lieutenant-colonel.

The "Express" raised the question, which has aroused such heated argument in "Readers' Forum" lately, whether such promotion in the Forces should qualify a man on return to special advancement in his civilian job. On that, NALGO's policy is based on the National Whitley Council scheme, outlined in LOCAL GOVERNMENT SERVICE last month. The effect of that is that every man returning from the Forces should be reinstated in the position and at the salary he might reasonably have expected to have reached had there been no war; there is no provision for any recognition of service rank, and the man with a brilliant Army record must take his chance on an equal basis with all his colleagues. This may seem hard on those who have done exceptionally well, but all must agree, I suggest, that it is the only fair course: and real ability will always come to the top eventually.

First in Belsen

WHAT a wealth of stories our warriors will have to tell when they do get home! At the same time as I hear of Lt.-Col. Wigginton's exploits comes a Ministry of Information "hand-out" recording that the first medical unit to enter Belsen concentration camp after its liberation was under the command of Major F. R. Waldron, medical officer of health at Greenwich—where he organised the casualty services and worked throughout the 1940-41 raids—and former president of Greenwich branch. His unit spent their first night at the camp in the Wehrmacht compound while the Germans were still in control.

"Our first impression of the camp," he said, "was of a seething mass of ragged sub-humanity aimlessly moving through the compounds in the final stages of starvation... the rehabilitation of the camp, controlling the tendency to secrete food and cook it over tiny fires, and inculcating elementary personal hygiene, was heartbreaking in its apparent impossibility, but gradually improvement was seen."

Since then, Maj. Waldron and his unit have been kept busy combating typhus in various prisoner-of-war camps at Schleswig Holstein until they, too, could be cleared and burned.

—and Last Over Berlin

GREENWICH branch members have made history in another way. One of them, Flight-Sergeant B. A. WAY, a member of the town clerk's department and of the branch executive was, the acting secretary, S. R. J. Smith, tells me, the last British airman to bomb Berlin.

Middle East Students

THE first—and, I trust, the last—annual report of the Middle East Local Government Study Group, which has just reached me, tells of an inspiring move by NALGO members in the Forces to keep abreast of activities in their work at home. Formed, as I recorded at the time at Cairo in August last year, the group has had so far a total of 109 members. Of these, 70 have now left on their return home or transfer to other areas, but 39 remain. During the year the group has held 24 meetings to hear lectures on a wide variety of local government topics—including administration in the United States, Egypt, Palestine, and New Zealand—has maintained liaison with professional bodies at home and with four similar groups in the Middle East, has built up a big library of text books, and lectures, and professional journals, has formed a special group to study for the I.M.T.A. examinations, and has, after two long debates, submitted its views on resettlement to all relevant bodies at home. Now that its members are coming home themselves, I trust they will all find their enthusiasm adequately rewarded.

The Test

WHEN they made their unsuccessful stand against making up the war service pay of their employees, the members of the Bingley urban district council who led the opposition, claimed that they had the backing of practically the whole of Bingley. They certainly aroused a good deal of interest and vocal acclamation, and they secured quite a large number of signatures to their petition of protest.

Three weeks ago, a public subscription list was opened in Bingley, and the ratepayers were invited to contribute towards the £88 10s. 3d. which the opposition has cost and which cannot be taken from the rates. Here was a chance for the sympathisers to show how wholeheartedly they were behind the "rebels" by finding the money which otherwise would have to come out of nine private pockets or banking accounts.

The list was closed last week-end, with the total at £2 16s. 6d., and rather than insult the councillors by tendering such a small amount, the organisers propose to hand it to the Bingley Hospital. Can it be that, after all, the "rebels" misjudged the feelings of Bingley ratepayers?

—From the "Yorkshire Post," July 9, 1945.

"L.G.S." in Bengal

MY picture this month shows LOCAL GOVERNMENT SERVICE being read with apparent appreciation by a civil servant now with the R.A.F. in Bengal, while its rightful owner, Flight-Sgt. Tom Gains, of Cheshire County, peruses his colleague's "Red Tape." "Quite a number of my colleagues borrow 'L.G.S.' each month," Mr. Gains tells me.

Yorkshire Week-end School

I HEAR glowing reports of the week-end school arranged by the Yorkshire District Committee at St. John's Training College, York, at the end of July. About 80 members were there, and they spent a lively two days listening to and discussing talks on three topics of vital concern to local government to-day—the relations between central and local administration, the economic problems of war and reconstruction, and housing and town planning. F. L. EDWARDS, Ministry of Health, took the first, Prof. A. N. SHIMMIN, Leeds University, the second, and R. A. H. LIVETT, housing director, Leeds, the third, and all set a high standard of original and provocative thought. A galaxy of NALGO notabilia also took part, including H. ALLEN, chairman of the district committee (and of the service conditions committee of the N.E.C.), C. J. NEWMAN and A. E. ODELL, past and present chairmen respectively of the N.E.C. education committee, W. R. BEEVERS, chairman of the district committee, and T. NOLAN, F. C. CORBISHLEY, and A. G. BOLTON all of the N.E.C., while prominent guests included the Lord Mayor and Sheriff of York, and Rev. Principal Cox of St. John's College.

Ex-Prisoners and N.C.I.

WE have received a letter from a number of former prisoners-of-war about the NALGO Correspondence Institute Courses supplied to them. We cannot publish this letter, which makes detailed comment on matters which are not of general interest to the bulk of members, but a reply will be sent if the spokesman of the group will send his address.

DEATH OF FORMER PRESIDENT Mr. Cecil Brown

WE regret to record the death, at the age of 78, of Mr. CECIL GEORGE BROWN, town clerk of Cardiff from 1919 to 1931, and president of NALGO in 1934.

A most popular and able president, Mr. Brown was the first member from Wales to be elected to the highest office in the Association. Before that, he was the Association's first hon. solicitor for Wales.

The deaths of five other members have been notified recently:

DR. C. V. DINGLE, medical officer of health for Middlebrough from 1898 to 1936.

J. G. HUNTER, a member of the executive committee of Ipswich branch since its inception, and for many years captain of the branch football team. Mr. Hunter was 46.

H. W. MORGAN, city treasurer of Bath and for many years branch treasurer.

R. SANDHAM, of Hornchurch branch. Mr. Sandham, who was 45, died suddenly at Blackpool, where he had gone to attend Conference as one of his branch's delegates.

A. J. TEW, secretary of Coventry branch from 1924 to 1926, branch president in 1935-6, and for many years a member of the staff joint committee. He was 48.

FINSBURY ADOPTS LONDON DISTRICT SCALES

FINSBURY borough council which, as we recorded last month, has made just and honourable amends to H. A. DAVEY, its deputy clerk, has now followed up that gesture by adopting, from August 1, the London district council scales for both permanent and temporary staffs. As a result, more than 60 per cent of the staff who were formerly tied to an initial maximum of £175 a year unless fortunate enough to secure "promotion" under the old regime, now have much improved prospects. Practically the whole of the staff benefits materially.

NALGO's application for the scales was first submitted to the staff committee on May 29, and by July 10 a final meeting was held at which the classification of posts was approved and recommended to the council for adoption. This must constitute a record for speed which other authorities might try to copy.

Thus is Finsbury now placed amongst the good employers, and the thanks of the Association, on behalf of the staff, are accorded to the council; in particular to our good friends Ald. C. H. Simmonds, J.P., and Councillor O. M. Richards, J.P., and all those who believe, with them, that a contented as well as an efficient staff is necessary for good local government.

From My Bookshelf—For Yours

By EDWARD KAY

Planning and the Housing Problem

IT is not surprising that in current publications there is great emphasis on the theory and practice of planning and on that most urgent of our social needs—a rapid expansion of the output of dwellings. *Their Work for All* by MICHAEL YOUNG and THEODORE PRAGER (Nicholson and Watson, 5s.) deals in vivid style, supported by statistics, with the economic outlook. The

NALGO BUILDING SOCIETY House Purchase Facilities Extended

Members who wish to buy the house they are now renting may be granted up to 100% of the purchase price, provided a reasonable purchase price is arranged. The basis of assessment of the advance will be the present vacant possession value. If the surveyor's report is satisfactory, the committee will be willing to consider advancing up to 90% of the vacant possession value, or 100% of the purchase price, whichever is the lower, but each case will be considered on its merits.

The Society is reverting to the pre-war practice of making advances repayable over a maximum term of 25 years, under either the annuity system or the instalment system. The following table shows the calendar monthly repayments for advances repayable over 20 to 25 years per £100 borrowed.

| Term of Years | Annuity System | Instalment System (1st year) |
|---------------|----------------|------------------------------|
| 20 | 12s. 10d. | 15s. 10d. |
| 21 | 12s. 6d. | 15s. 6d. |
| 22 | 12s. 2d. | 15s. 1d. |
| 23 | 11s. 10d. | 14s. 9d. |
| 24 | 11s. 6d. | 14s. 6d. |
| 25 | 11s. 3d. | 14s. 2d. |

This extended term will not apply to leasehold properties unless the unexpired term of the lease is at least three times the proposed term of the mortgage.

authors show how science and war have provided new possibilities and techniques for human advance, and claim that if full advantage is taken of these under democratic planning, unemployment can be avoided and the general standards of living raised. A first-rate piece of simple economic reasoning.

—And Freedom

MRS. BARBARA WOOTTON, in *Freedom Under Planning* (Allen and Unwin, 6s.) writes gracefully on the philosophic realities of social controls. Do they decrease freedom or increase it? Do they involve a "Gestapo"? Mrs. Wootton's reply may be summed up in a quotation: "Effective choice of employment is the one great freedom which the pre-war Englishman, or American, or Continental European outside Russia, has never enjoyed. Planning could give it to him."

Building Economics

THE economics of housing history are examined in a searching analysis of policy and practice by MISS MARIAN BOWLEY in *Housing and the State, 1919-1944* (Allen and Unwin, 15s.). Main conclusions of this valuable book are: the price mechanism is an unsuitable device for ensuring that building resources are devoted to the right purposes; private enterprise is unlikely to do more than relieve the needs of the wealthier sections of the population; local authorities will have to do much better than between the wars and will need active encouragement and control by the central government.

In *Building and Planning* (Cassell, 10s. 6d.), Prof. G. D. H. COLE combines a theoretical and practical study of the two parts of his subject. After a statement of the nature and the necessity for planning, both in the broad economic sense and in the specific connection of land use, he summarises the inter-war housing history and applies its lessons to current problems. Of special interest is his discussion of the organisation of the building trade, culminating in proposals for the establishment of a National Building Corporation.

Social Security

A SURVEY of the British social services and of the Beveridge Plan and the Coalition government's alternatives, are contained in FRANÇOIS LAPORTE's *Britain's Way to Social Security* (Pilot Press, 6s.). A model of compression combining factual summary and friendly criticism, it provides a useful guide to the discussions of social security which will no doubt soon start up again.

The Highest Command

THE supreme direction of war policy and operations forms the theme of *Government Control in War* (Cambridge University Press, 4s. 6d.) by LORD HANKEY, for many years secretary of the Cabinet and of the Committee of Imperial Defence. Lord Hankey establishes two theses: that this country was adequately organised both for the last war and for this; and that, by and large, the committee system is the best instrument of administration. The author's grounds for these conclusions deserve close study by all who are concerned with the apparatus of public affairs. His ideas on public policy will command much less respect; they bear no little resemblance to those of Colonel Blimp.

The Peckham Experiment

NOW that a National Health Service is once more on the agenda of practical things, it is useful to study reports of what was attempted and what achieved at the Pioneer Health Centre in Peckham, unhappily closed since the outbreak of war. A valuable study is provided in *The Peckham Experiment*, by INNES H. PEARSE and LUCY H. CROCKER (Allen and Unwin, Cheap Edition, 5s.). Peckham, of course, was far more than an enlarged, co-operative surgery; its methods were preventive as well as curative, psychological as well as medical. Besides providing its members with periodical health overhauls and a variety of consultative services, it was a social centre and gave an extended home life to the families who were its members. The doctors and others in charge aimed not only at raising the standard of physical and mental health of the members but at using their experience for the study of human biology. The authors have recorded a fascinating social experiment whose early post-war revival is much to be desired.

Tory Reform

WHATEVER modifications a Labour government may bring about in the economic system, it seems likely that the ownership and operation of capital will for a long time remain largely in private hands; the State may control its use in greater or less degree, but it will be remote control of a planned economy and not the direct management of a collectivised State. Capital goods, then, on which depend the continuing capacity to produce further goods will not be provided by direct decision of a State planning department but by private enterprise which must be induced, by the profit motive, to ensure that they are produced in adequate quantities. In the early post-war years this will not be easy: there will be competition to get hold of the labour and materials for they will be wanted for making up shortages of consumers' goods (including houses) and for the public purposes of central and local government. It will be one vital problem of economic policy to see that the creation of capital goods gets its proper place in the queue.

It is heartening to find that such vital considerations are present in the minds of members of a political party. The **TORY REFORM COMMITTEE**, making a plea for support in their latest book, *Tools for the Next Job* (Europa Publications, 2s. 6d.), show that they are well aware of many essentials in the present economic set-up. Ingeniously partisan, of course, it urges that "the making of profits must be recognised as socially and economically desirable" without commentary on the well-known fact that high profits are more generally made not in essential but in luxury trades. It is significant that the Tory Reformers accept the principle of Treasury control of capital allocation.

Sixpenny Commonplaces

THOSE who can draw their spiritual sustenance from platitudes peppily expressed in the language of commercial advertisers may derive some satisfaction from a sixpenny pamphlet, *Battle Together for Britain*, published by MORAL RE-ARMAMENT, 4, Hay's Mews, S.W.1. Personally, I don't need to spend sixpence to learn that "teamwork cannot be built by high talking and low living, by fine ideals and selfish lives," or that "national character is the core of national strength." But many people apparently need reassuring on these profound truths, and find their expression valuable.

CONGRATULATIONS on the comprehensive policy of public relations for local government contained in the report of the NALGO Reconstruction Committee! Public relations figures increasingly in our discussions at meetings and conferences, but is it not dangerously thin ice on which we are making our way?

The enlightenment of the man in the street is a delicate matter, to be viewed as an attempt, not to stifle ourselves, but to educate him to the legislation we administer on his behalf. We aim to explain what we do and this in itself sets us a task of doing it, doing it well, and maintaining high standard.

"Make haste slowly" should, therefore, be our ideal. The appointment of salaried public relations officers before the general public has been educated in the workings of local government is likely to bring criticism. Progress must be carefully guided and insidious in its application. At the outset, we must be prepared for criticism, constructive it is to be hoped. We must remember that "a little knowledge is dangerous" and at some people still think of local government officers as people with "soft jobs," short hours, privileges, a sheltered occupation, and "fabulous" salaries, not forgetting the pension. But a reasonable explanation of the machinery necessary to safeguard the ratepayers' money, on the lines of the NALGO exhibition, suitably adapted and built up by local effort, can go a long way to dispel these views.

Public relations is likely to have far-reaching results: more interest in local government and in local government elections; an insistence on the right people being elected; keener committees and keener staff, anxious to maintain their efficiency in peacetime as in wartime.

Let us not overlook the fact that there are some in the service who encourage the criticism levelled at the local government officer. Let us enlighten this type, fortunately dying out, to the true meaning of the term "public servants." If the public is done carefully and conscientiously, our job citizens will realise that we are not a useless body, to be given higher salaries last and cut first, but, as public servants carrying out legislation on their behalf, useful members of society working in the public interest.

The ice is thin. But if we tread gently and wisely, the danger will pass. Once the foundations of mutual respect are laid, the task of enlightenment and explanation, with the help of NALGO Headquarters can provide so efficiently, should proceed happily, so that public relations will become friendly relations.

C. G. CARTWRIGHT.

Hants County Branch.

A Pressing Need

HAVE been reading with interest the extracts from the report of the NALGO Reconstruction Committee in the May journal. As one who has served for 20 years in local government, it appears to me that the main cause of disunity and civic decadence in the years before the war was the apathy and indifference of the public. This may not have been entirely the public's fault; local authorities did nothing to kindle enthusiasm. Down through the ages there has always been too much secrecy about public administration.

Now is the "appointed time." Now is local government's opportunity. It is a major issue, and NALGO is alive to a pressing need. Let us have our "civic weeks," so that the public can see what is being done for them. Only thus can we hope to foster the 100 per cent interest which is going to be the solid foundation of a new and better world.

B.L.A.

A. E. SEARLES.

Who Pays the Piper Learns the Tune

THE growing interest in the establishment of public relations departments for local authorities is welcome and an undoubted sign of the long view which must be the policy of NALGO. The interesting way in which the subject has been envisaged by the Reconstruction Committee covers most of the ground for approach, and emphasis is properly made on the need to arouse public interest.

Civic affairs in the past have been regarded by ordinary people as stodge, rather boring, and something that somebody else will look after. How can interest be aroused? Only, I suggest, by making the people pay for local government! To paraphrase the famous dictum about justice: it is not sufficient that rates be paid; it must be seen and known that rates have been paid. Today, most ratepayers pay their rates in the

form of rent: they do not know how much of the rent goes in rates; nor do they know how and why the money allocated to rates is used.

Were each rent book to have a separate column showing the amount of rates paid weekly: and were rate demand notes, revised to give the

READERS' FORUM

Letters for the October journal must reach the Editor, 24 Abingdon Street, London, S.W.1, not later than Monday, September 17.

fullest possible information, to be delivered to the tenant, to be passed by him to the landlord, we should soon find the tenant ratepayer sitting up, taking notice—and asking questions.

Public relations is essential to any concern having relations with the mass of the people. Local government must not lag behind and must create efficiently staffed departments to deal adequately and courteously with a public that is and will be more civic conscious. The time is overdue—the opportunity is here.

Advance NALGO!

Purley.

WM. G. BROWN.

First Official P.R.O.?

IT would be interesting to know how many local authorities already possess public relations officers and which was the first to appoint one.

Weston-super-Mare borough council, finding the duties of its publicity manager becoming more and more involved with community service, appointed him as public relations officer in September, 1941. Had any local authority a P.R.O. before that date?

Weston-super-Mare.

T. J. S. MALET,
Branch P.R.O.

TRAINING THE P.R.O.

Summer and Week-end Schools Needed

AFTER an absence of nearly four years, you may imagine what a joy it was for me to attend the meeting of branch public relations officers at Blackpool. I was amazed to observe the great strides which this aspect of NALGO activities had made during a period when conditions were most difficult and any diminution of effort would have been excusable. It is indeed an outstanding credit to all concerned.

And, judging by all immediate indications, the future of NALGO's public relations programme will present an even rosier spectacle. Branch officers will be returning in force, whilst the increase in subscription rates will provide additional (though probably still inadequate!) funds from which to finance the programme. I was, however, surprised to note what seems to me a rather serious omission. There was no reference to the training of public relations officers.

The "front line" of public relations work, as in all other NALGO activities, is the branch, and the bulk of the work falls on members who may fail, not on account of any lack of enthusiasm but because of the want of an adequate knowledge of how to tackle the job.

A good branch public relations officer must be a good organiser, a bit of a public speaker-cum-teacher-cum-lecturer, have a sound working knowledge of the machinery of local government, dabble in journalism, know something about films and documentation, possess an understanding of the psychology of the citizen, and be a statistician, advertising technician, social secretary, diplomat and, of course, a NALGO enthusiast. To find such individuals "ready-made" is not easy. But they can be trained.

Highly instructive and useful as is the annual meeting of P.R.O.'s, it is far too short to be of any practical aid to the tyro, and in any case, not all P.R.O.'s are sent to Conference. The suggestion made at Blackpool that district committees should hold periodical meetings of P.R.O.'s in the district is excellent, but, in my opinion, it does not fully meet the need. Public relations must be conducted in a first-rate manner if it is to succeed. Tackled badly, it becomes worse than no public relations at all. Thus, the programme in the branches, should be conducted by branch officers who are keen enough to take part in some form of training and so gain a certain efficiency.

To that end I suggest that, as soon as is practicable, an annual summer school of public relations be instituted, possibly supplemented by district

week-end schools at which the practical technique of the various branches of public relations would be dealt with by acknowledged experts in those fields. The schools should be open to all local government officers interested, and even members of local authorities might show some interest.

I visualise lectures by prominent P.R.O.'s of, say, government departments or the B.B.C. explaining how they set out to achieve their objects; talks by journalists on methods of presentation of material—the "story," the interview, how to run "press-conferences," and so on. Documentary film producers could give ideas for scripts, and discuss costs and methods of production.

These schools, providing ample scope for discussion and development of ideas, would afford a great stimulus towards practical and efficient local programmes. I believe that, like myself, most keen P.R.O.'s would welcome such an opportunity of obtaining, at first hand, a fuller knowledge of the technique of public relations and also of gaining inspiration.

At the Blackpool meeting, I was particularly impressed by the account of Urmoston's team of P.R.O.'s, each responsible for a separate activity, and the statement that Urmoston intended to train members in the various branches of the work. This opens up further possibilities for the suggested school. In addition to P.R.O.'s junior members of branches might be invited and thus given an insight into public relations work, with a view to becoming P.R.O.'s themselves, taking their place in a public relations team. Or the ideas of other branch P.R.O.'s on this subject, with comments and constructive suggestions would be helpful.

Croydon.

NORMAN H. ROGERS.

Mr. Rogers (whom we are delighted to welcome back as full of constructive enthusiasm as ever) will be glad to learn that at its August meeting the National Executive Council agreed to arrange, when practicable, public relations summer or week-end schools, together with area or district meetings of branch public relations officers. Like him, we shall welcome comments and suggestions.

SHOULD RANK BE RECOGNISED?

"Doesn't Mean a Thing"

REALISING that in most cases, local government experience counted for nothing in waging war, the Army authorities did not discriminate among us when we were called up. Treasurer's clerk and labourer started at the same level—and there were no complaints. Let captain and private re-enter civil life with a like absence of preference. In my opinion, based on active service in three Armies, stripes and pips don't mean a thing so far as local government is concerned.

Austria.

REALIST.

Make Capability the Test

WHILE a commission provides the opportunity for exercising intellect and capabilities, there are many branches of the army in which a private soldier exercises quite as much of those qualities as, if not more than, the officers and N.C.O.'s above him.

In my own little band of warriors initiative, the power to think and act quickly, usually deep in "no man's land" with only one comrade and no communications, a complete and thorough knowledge of the enemy's organisation and habits, a passable knowledge of languages and the responsibility for leading troops—even those superior high ranking officers—over difficult and dangerous terrain, have been essential qualifications. Surely these qualifications—and I have not named them all—are just what is needed in local government. There are thousands of us. Are we to be condemned on reaching "civvy street" because we are just private soldiers, or are we to have a square deal and be judged on our capabilities?

B.L.A.

B. W. BOUTCHER.

"No Handicapping"

AS we have worked for victory, so let us work for peace, asking only that recognition of our worth be based upon our capabilities as local government servants. Local government is a Service, not a sport, so there must be no "handicapping." We have still to win the peace! Germany.

L/Cpl., R.E.

Rank No Guarantee of Ability

ON my return to England, I have read with interest (and occasionally amusement) the replies of those who criticised my letter in the

April journal, in which I pointed out that Forces rank was no guide to ability in local government.

I did not say that all officers and N.C.O.s were men "accustomed to having their every whim pandered to, and content to sit back and let others work." What I did say was that such officers and N.C.O.s existed, and that, as a result, it was dangerous to use the *post hoc propter hoc* argument when assessing ability in civilian life.

I still maintain that a man who is capable of deeds of selfless heroism on the battlefield is not *ipso facto* a first-class administrator. The country owes a lot to him, it is true, but what has that to do with the increased efficiency of local government?

R.A.F.

D. ROBERTS.

"An Unwise Claim"

MOST members of the Forces and most NALGO members in the Forces do not hold commissions. I, therefore, ask our commissioned colleagues to be satisfied with present enjoyment of the best billets, the most interesting work, the most adequate supply of spirituous liquors at cheap rates, and the highest salaries. Such is their reward. To claim a continuation of their present privileges when they return to civil life is unreasonable—and unwise.

B.L.A.

JOHN S. COVENTRY.

Obstacles to Advancement

WHILE I admit the possible value of increased responsibility acquired by promotion, and deplore the attitude of those who refuse it, I wonder how many thousands have not had the opportunity to refuse.

In the R.A.F., men with clerical experience were either drafted into the clerical branches, or chose them, wishing to serve in the most efficient way. But during the past three or four years, and particularly since the rapid intake of W.A.F.S., promotion for airmen has been almost at a standstill.

Moreover, remustering from my particular branch—accounts—has been limited and vacancies for commissions are more often closed than open and subject to medical requirements and age limits with which many could not comply.

Though many of us, therefore will not finish our war service as Captains, Flight Lieutenants, or even Sergeants, may I misquote Shakespeare in suggesting that "The fault, dear post-war employers, is not (necessarily) in ourselves, but in our stars."

R.A.F., West Africa.

A. L. BREWINS.

Little Promotion in R.A.P.C.

IN the Royal Army Pay Corps, every man who enlists on a Regular engagement, whether before or during the war, is, with few exceptions, granted automatic time-promotion, so that twelve months after his original enlistment he becomes a corporal and two years later he is made a lance-sergeant. But the war establishment of each unit allows only a certain number of N.C.O.s with the result that most of the vacancies are filled by Regular soldiers, leaving little opportunity for promotion to the other men, many of whom have greater ability than these automatically-promoted N.C.O.s.

In view of the large number of NALGO members now serving in the R.A.P.C., I suggest that NALGO should bring this system to the notice of any local authority which may be taking any rank into consideration when making post-war appointments.

S.E.A.C. LEWIS MORRIS (Pte. R.A.P.C.).

Different Qualities Needed

THE suggestions of some correspondents that the initiative and powers of organisation gained in the officer ranks of the Forces should justify the holders to expect similar posts of responsibility in municipal service are most ill considered.

Military requirements allowed vast operations to be carried out irrespective of cost, whereas public health law is, rightly or wrongly, founded on the strong rock of financial control. The local government officer holds his position by parting his hair before meeting councillors and by wearing nice spats and hats, rather than by displaying powers of organisation or initiative.

Since this procedure is so different from the methods used in winning battles, it would seem that the qualities needed for administration in the Forces are the very qualities which would disqualify a man from high office in local government.

EX 1914-18.

"Stop Bickering"

WE have no fault to find in this war—the permanent official, the "temporary," and even those of the Forces, and many civilians have probably seen more "action and horror" than have many soldiers. We are on the threshold of a better future, and it is up to each one of us to pool our resources, rather than bicker against each other.

The serviceman who has not learnt something of his fellow-men whom he will one day serve through local government, is not suitable for the local government service. He has had a glorious opportunity to foster "public relations," either as an officer, or in the ranks. Other ranks may bemoan promotion, yet I have learnt more of life and of people as a private than as an officer. The experience I gained as a private helps me to lead as an officer—and it will continue to do so when I return to local government.

Why should not the "temporary" also have a look into the future? He probably knows far

Use
AUTUMN EVENINGS
for increased study
Let the NALGO Correspondence
Institute
GUIDE YOU TO SUCCESS
in your local government professional
Examination.

Because of years of experience in coaching for professional examinations, the Institute is able to offer the best tuition. Special courses are available for:

- Diploma in Public Administration (London University).
- National Association of Local Government Officers Examination.
- College of Preceptors—Senior Certificate.

Courses are available for other examinations.

Individual Tuition by Highly Qualified Professional Men at Moderate Fees.

Prospectus on application from NALGO
Correspondence Institute, 24, Abingdon Street,
Westminster, S.W.1.

more of local government as it is to-day, than we servicemen knew of it in peacetime or the early years of the War.

NALGO is doing its utmost to help us return to a worthy vocation. Let us stop this bickering, and instead, put forward a few suggestions on how we can all share the future we have all strived for.

E. D. SLEATH, Capt.,
East Africa Command. Hornsey branch.

All points of view having been fully ventilated, this correspondence must now close. As readers of last month's journal will have noted, the recommendations of the National Whitley Council on resettlement make no suggestion that, in fixing the grading and salary of a local government officer returning from the Forces, account should be taken of promotion gained while on service. The only principle is that, as far as possible, the demobilised officer shall be put in the position and at the salary he might reasonably be expected to have held had he never been called up.

THOSE PERMANENT JOBS Civilians' Advantages

I HAVE been surprised to find some of your correspondents suggesting that permanent positions in local government should not be kept vacant until the end of the war. I feel sure that this can be the opinion of only a selfish minority, who want a "fair chance" to take advantage of our absence on service, and in reply to them would like to make three points:

1. These positions will presumably be open to all after the war, whether they have been in the Forces or not. These people who are complaining will therefore have equal chances with us.

2. Those who have remained in their civilian positions have, with few exceptions, had the opportunity of gaining experience and qualifications denied to us.

3. Although some who stayed at home have had a very bad time in the raids, many have not been affected. We have not only had the dangers and discomforts of Service life, but have had to be parted from our wives and children for long periods.

I am glad to think that there are people at home

who will see that we all get equal chances after the war, whatever our work of years has been.

MALBY GOODMAN,
Buxley

C.M.I.

NATIONAL SALARY SCALES

Higher Rates for Specialists?

NOW that a national scale of salaries for the local government service is being considered, may I put in a plea for the specialist? By specialist, I mean the officer who, having obtained a basic diploma, goes on to post-graduate study and specialises in one branch of the service. An example would be the chartered civil engineer, architect, or surveyor who obtains a special diploma in town and country planning, and specialises in such work. Although to get two such diplomas involves much hard and earnest study, one often sees advertisement appointments calling for basic and post-graduate diplomas for which the salary offered is only £400 per annum.

In my view, the medical student, with his four day free to study, does not put more into his five years' training than we, who have had to hold a job down at day-long and then pay for our own evenings of study a week for about six years as well. Yet, through the solidarity in the medical profession and the B.M.A., no local authority would dare to offer a low salary to a qualified medical practitioner, still less to a specialist. Perhaps other similarly placed individuals would care to endorse these views.

Penzance.

GROMATICUS.

NALGO SUBSCRIPTIONS

Are Association Benefits "Tripe"?

MY letter in the June journal criticising the N.E.C.'s proposals to increase subscription appears to have aroused your ire. Your footnote is a mass of evasions, together with a few red herrings. I suggested that NALGO should not have a substantial bank balance from members' subscriptions, and asked, if this was not so, why four organisers had recently been added to the staff. This question was not answered. I now suggest that 25 per cent of all subscription should have been accumulating as a reserve fund, and that, with 35,000 members in the Forces, there has been less work for the original administrative staff and that additional officials were not necessary.

It is no use quoting what members' average contributions are; I know the NALGO subscription scale. I also know what I contribute to NALGO and what members contribute to the other trade union I mentioned. I quoted some of the benefits this union offered, and compared them with what was offered by NALGO. Your reply on this point (with the exception of legal assistance) is all tripe, and you know it. NALGO has failed to get a cost-of-living bonus anywhere near the actual increase in the cost of living. As to the "New Charter," to obtain that within a reasonable time, NALGO will have to stop playing Rip van Winkle; in fact, some form of electrical treatment might be useful to its negotiators.

The second half of paragraph 2 of the footnote is simply a conglomeration of illusionary benefits. Anyone wishing to improve himself may do so by attending the local technical college and public library. The holiday centres and private hotels remind me of the parochial attitude of the inhabitants of villages and towns of long ago; they too, believed in the theory of "to ourselves alone." As to the Building Society, Approved Societies, etc., one can get as good benefits, or even better, elsewhere.

Before paying the higher contributions listed in paragraph 3, members should demand to know what additional benefits they are to receive, whether they are to be as good as those offered by the afore-mentioned trade union, and if not, why?

In paragraph 4, you agree that the cost-of-living bonus is not as high as you would like it to be, and go on to say that it was not intended to offset wartime increases and taxation. Why should the bonus be less than the actual increases in prices of commodities, etc.? Surely the NALGO representatives went to the Whitley Council meeting with proposals for bonuses equivalent to the reduced value of the purchasing £. One of NALGO's objects is "to improve the conditions and protect the interests of the Association members." To have carried out this section with bonus awards would have been a great privilege. Why should workers be expected to

ake financial sacrifices either in peace or war? Are you aware that factories, workshops, and mines have been paying dividends of from 15 to 20 per cent during the war? Where is the sacrifice here?

In paragraph 5, you refer to the need for better organisation. If this is desired, then let the officials now employed get a move on and make it better organisation. When the 38,000 men and women in the Services come home again will the time to talk about additional assistance, the same energy that has obtained such poor bonuses during the war is used to fight post-war salary cuts they will surely take place.

As to paragraph 6, if you had not been so absorbed in evading my point, you would have noted that I said that all majority votes by members could be binding both on the N.E.C. and on the Legates meeting in Conference. I still maintain that any other course adopted by the N.E.C. or the Legates meeting in Conference would be a violation of the members' wishes, and would therefore constitute a form of dictatorship.

Warwick. J. E. GILLARD.

It is difficult to argue with one who dismisses his opponent's points as "evasions," "red herrings," or "tripe." However, at the risk of adding to Mr. Gillard's menu, we shall try again.

1. NALGO does possess a reserve fund—on which it has had to draw to the extent of £12,000 in the past two years.

2. The additional organisers were appointed at the instructions of Conference and at the urgent demand of branches.

3. The fact that 40,000 members are in the Forces does not mean any lessening in the work of the Association's staff, a large amount of which has been devoted to protecting their interests including the winning of war service pay for every one of them, and bonuses for the majority. In 1939, ten district organisers looked after the interests of 100,000 members—an average of 10,000 per organiser—today, eleven district organisers look after the interests of 133,000 members—an average of 12,000 per organiser.

4. The cost-of-living bonus secured by NALGO compares favourably with that obtained by any other section of public servants. Has the other named trade union to which Mr. Gillard refers any better for its members? And has any trade union anywhere got a bonus equivalent to the actual increase in the cost of living?

5. We are prepared to leave it to members to judge whether National Whitleyism, "Local Government Service," educational assistance, public relations, holiday centres, a private hotel at convalescent home and the services of the NALGO ancillaries and the Benevolent and Paph Fund are "illusory benefits."

6. Whether or not the ballot on T.U.C. affiliation was a "majority" vote depends on your definition of "majority." Conference, which remains the only body able to determine the Association's policy, has decided by the vote of democratically elected delegates that it was not open to Mr. Gillard to persuade another conference to reverse that decision.

WARRIORS AND THEIR SUBS.

Not Playing the Game?

NOTE with regret that, according to the Conference report, 45 per cent of members the Forces have not been playing the game their salaries were "made up." No member could be annoyed if he receives a reminder that a subscription is due. We expect the benefits of membership ("if any," I can hear from those who make no part in branch affairs!) and should be willing to help meet the bill. Surely it is not so much to expect service members to send their subscriptions once every six months, irrespective of where they are.

Reduce the deficit, service members, by paying off all arrears, and thus warrant a mention in LOCAL GOVERNMENT SERVICE that we are 100 per cent up to date.

Mr. Waters, of Kent County, who warned Conference of the difficulty of collecting subscriptions from nurses who were allowed to retain membership on transfer to voluntary hospitals could not worry. The nurses (bless 'em!) will and their subs to him, say, once a quarter. That a fan mail he will get!

Hamstead Branch W. J. TURNER.

THE PENSIONER'S BONUS

Unfair Discrimination

THE recent correspondence in your columns on the Pension (Increase) Act appears to be confined to Part I, with its income limit (distinct from pension allowance) of £352 per annum. Little mention has been made of

Part 2 of the Act, which applies only to superannuated civil servants, and excludes local government officials. Part 2 of the Act grants increases on pensions up to £645 per annum without a means test, the increases being 10 per cent on pensions up to £400 a year, and 7½ per cent on pensions between £400 and £645, no account being taken of any other income.

The view of the Treasury, as put in Parliament by its Financial Secretary, is, apparently, that local government officers are, and have been, better off than civil service pensioners, and that the Government is unwilling to bring local government officers up to the standard conceded to the civil service owing to its concern for the rates. The two services have never enjoyed equality of salaries and pensions, and why such an argument should be put forward is incomprehensible.

Is NALGO unable to rebut such statements? It should be possible to ascertain the number of officers who are excluded from benefit under Part 1 of the Act, because of the £352 income limit; in Glasgow, the proportion is one in four for eligible pensioners, and one-half of the superannuated police officers. This affects all members, for the active member to-day is the pensioner of to-morrow. The N.E.C. should claim to have the provisions of Part 2 of the Act applied to local government officers.

JARMAC,

Hon. Member, Glasgow.

The position is not quite so clear-cut. The civil servants covered by section 2 of the Act are those whose pensions, originally fluctuating with the cost of living, were stabilised in 1934, when the cost of living index stood at about 150. When the Act was passed it was about 200, and the increase in pensions up to £645 allowed under Section 2 was designed to help cover the increase. A small number of local government pensioners also had pensions which fluctuated with the cost of living, and NALGO claimed similar consideration for them; but the Government rejected the claim on the ground that no single remedy would be applicable to the many different bases upon which their pensions had been consolidated. As is reported on page 397, NALGO is collecting

SCOTTISH NOTES: Making Wider Use of J.I.C.; Appeals Machinery Extended

LESS than twelve months ago, we were suggesting the machinery of the Joint Industrial Council was not being used, to its full extent and that the need for an extension of its authority and influence was urgent. There was a difference of opinion on the staff's side on the means of settling disputes with local authorities. Some felt that the provision of appeals machinery to which a variety of disputes could be referred was untimely and beyond the scope of the council. There was agreement, however, on the need for machinery to deal with matters arising out of awards made by the council. This was a step forward, although it restricted the use of the machinery and did not altogether correspond with the appeals committees of the National Whitley Council in England.

What has happened?

The Joint Industrial Council, or the employer's side in particular, has urged the greater use of the council in the settlement of disputes. The employers themselves have recognised the need for developing the work of the council in this way.

In the past twelve months, two major salary disputes have been dealt with by the council, and in both the decisions have been equitable to employers and employees.

When an officer was dismissed recently, the council, on the initiative of its chairman, sent a deputation consisting of the officers of both sides, to the burgh council concerned to seek facilities for an appeal. Although, despite a reasoned statement by Treasurer Morrison, the local authority refused the request and a trade dispute has now been declared, the intervention of the J.I.C. has strengthened NALGO's case.

The district office has, for some time, been keeping a register of advertisements. Apart from collecting—slowly perhaps—valuable statistics on current salary rates, this enables the district office to see that appointments covered by J.I.C. awards are not advertised at a lower rate. When this happens, immediate representation is made to the J.I.C., in every case, so far, successfully.

In addition, a professional association affiliated to NALGO, has advised the district office of evasions of J.I.C. awards. Immediate adjustment by the local authority concerned has been made.

detailed information and as soon as this has been obtained will pursue the claim.

SALARY DURING SICKNESS

No Encouragement to "Work-Shy"

I RESENT the suggestion of "Steady Worker" in the May journal that payment of full salary during sickness encourages "the work-shy employee tempted to shelter under an easily-obtained medical certificate."

Members of the medical profession are to be relied upon to fulfil their statutory obligations when issuing such certificates. In Bradford, the Corporation's own medical officer examines all sick employees after six weeks' absence and no extension of sickness allowance can be granted until his report is received.

Further, it should be obvious to "Steady Worker" that it is during sickness that the employee needs extra money to meet the heavy expenses which always accrue at such times.

H. SPENCER.

"MAKE SERVICE A VOCATION"

Out-of-Date Conceptions

THE article by W. S. Steer in the June journal must, surely have been written thirty or more years ago! To suggest, in these enlightened days, that promotion in the local government service is based almost wholly on seniority shows a lack of knowledge which is surprising in the honorary secretary to an area education committee. The article is full of parrot cries of the dim and distant past. Let us not forget the battle which our colleagues, returning from the greatest conflict in history, will still have to fight when they are reinstated in the service.

Many local government officers are still paying for the years sacrificed in the First World War. Is Mr. Steer's article paying the way for more sacrifices from those who have given the best years of life to their country, or is it an endeavour to catch the eye of his chief by lip service to an ideal which has been in operation for many years in all local authorities whose watchword is "efficiency"?

Manchester Branch.

J. DYSON.

Making Wider Use of J.I.C.; Appeals Machinery Extended

Thus there is being built up a close co-operation with the employer's side of the J.I.C. and, as a result, the influence of the council is being extended and its authority more generally recognised.

The new National Charter will provide better conditions of service and salaries, but it will also add considerably to our problems and difficulties. We shall have to use the J.I.C. still more. This will be in the interest of our members. It will also be of value to the employers, not only in the settlement of disputes, but in securing uniformity of terms and conditions. The local authorities may, in time, use the J.I.C. as a "clearing house." Instead of resenting the interference of the council, as they once did, they will look to it for advice and guidance.

Compulsory arbitration has its advantages, and is sometimes necessary, but far greater advantages are likely to accrue from the use of voluntary machinery built on understanding and co-operation, which is the essence of Whitleyism.

Resettlement and Rehabilitation

The Joint Industrial Council is being asked to consider similar recommendations to those provided by the National Whitley Council.

Nurses' Salaries Committee

The Association is endeavouring to secure a closer working arrangement between the nurses' panels of the Taylor and Rushcliffe committees. An early meeting is expected, as a result of which it may be possible to obtain agreement on the terms of an application for review of nurses' salaries. Scotland is complaining of a shortage of nurses. So long as salaries in England are better than those recommended by the Taylor committee, there will always be a shortage of recruits and dissatisfaction in the profession.

Further Education and Training

Many of our members now serving in the Forces, are not aware of the facilities provided by the Government for their further training on return to civilian life. A pamphlet dealing with this question will be issued to branches shortly, and branch secretaries are asked to ensure its circulation amongst all returning members.

H.M. Forces**KILLED OR DIED ON SERVICE**

Anderson, L.A.C. A.A., 30, R.A.F., electricity dept., Manchester.
 Artus, F.O.E., 27, R.A.F., libraries dept., Bethnal Green.
 Bennett, Lt. K. W., M.C., 28, R.E., waterworks dept., Manchester.
 Borland, Sgt. Nav. R. J., 20, R.A.F., electricity dept., Manchester.
 Brodie, P.O.J., 23, R.A.F., social service dept., Paisley.
 Connolly, Lt. C. L., D.L.I., electricity dept., Wolverhampton.
 Coveney, Sgt. D. J., Queen's Royal Regt., county buildings dept., Surrey C.C.
 Cunningham, L.Cpl. S., R.A.S.C., health dept., Letch.
 Davis, F.Sgt. N., 27, R.A.F., electricity dept., Manchester.
 Dixon, F.Lt. R., D.F.C., R.A.F., clerk's dept., Wallend (See under Awards).
 Farmer, Sgt. J., Assessor's Dept., Life C. C.
 Goodwin, Pte. E. G., public assistance dept., Surrey C.C.
 Green, F.Lt. L., 22, Coastal Command, treasurer's dept., Dukinfield.
 Jaggs, Sgt. W. V., R.A.F., public control dept., Surrey C.C.
 Keighley, Sgt. E. A. J., R.A.F., highways dept., Surrey C.C.
 Kosby, Rfn. R., 1st Bn. Rifle Brigade, surveyor's dept., Erith.
 Macdonald, Pte. K. R., central purchasing dept., Surrey C.C.
 Marsh, Lt. H. R., R.E., city surveyor's dept., Manchester.
 *Mears, Bdr. W. A., R.A., clerk's dept., Soke of Peterborough (in Japanese hands).
 Montrose, Pte. E., R.A., electricity dept., Manchester.
 Parker, Cpl. G. T., 25, 1st Airborne Sqdn., R.E., county buildings dept., Surrey C.C.
 Parrott, Sgt. H. S., R.A.F., county buildings dept., Surrey C.C.
 Southwell, F.O.D. W., R.A.F., finance dept., Cannock U.D.
 Stoneman, F.O.R. V., R.A.F., treasurer's dept., Exeter.
 Thornley, Lt. E. A., D.L.I., city magistrate's office, Liverpool.
 *Wilcox, F.O.A. J., R.A.F., health dept., Gloucester C.C.

MISSING

Beals, F.Eng. R., R.A.F., electricity dept., Peterborough.
 Gilham, Sgt. R. W. P., R.A.F., surveyor's dept., E. Sussex C.C. (presumed killed).
 Goodyear, F.Sgt. N., R.A.F., treasurer's dept., Miffield.
 Harrison, F.O.R. F., R.A.F., treasurer's dept., Blackpool (presumed killed).
 Lamb, P.O.J. H., 24, R.A.F., housing dept., Manchester (presumed killed).
 Parker, F.Lt. T. G. J., R.A.F., clerk's dept., Hackney (presumed killed).
 *Patterson, F.O.J. W., D.F.C., R.A.F.V.R., surveyor's dept., Wallend (presumed killed) —(see also under D.F.C.).
 Robins, F.Lt. V., R.A.F., electricity dept., Leyton.
 Tuck, F.Sgt. G., R.A.F., education dept., Croydon.

REPATRIATED PRISONERS

Arnot, Warrant Off. A., Kirkcaldy; Bacon, Sgt. A. G. Obs. R., Croydon; Beesley, A. J., Croydon; Borley, Dvr. E., Croydon; Brookfield, Sgt. J., Southport; Brown, Warrant Off. Obs. P., Boston; Brown, Sgt. R. D., Cheshire C.C.; Croft, Capt. F. L., Doncaster; Cud, Sgt. R. C., Surrey C.C.; Darnley, J., Croydon; Duncan, Cpl. D., Forfar; Evans, Lt. T. H., Worcester C.C.; Fiddler, L.Cpl. H., Doncaster; Fisher, W.O.N.S., Cheshire C.C.; Frost, R. F., Croydon; Gabbins, Sgt. H., Leicester; Green, Spr. R., Adwick-le-Street U.D.; Haddon, Cpl. W. A., Croydon; Hale, W.O.R. H., Hackney; Hall, Sigm. G. J., Leicester; Hall, A., Croydon; Hancock, Sgt. P. L., Leicester; Harrison, H., Cheshire C.C.; Jarvis, Gnr. D.A., Hackney; Jevons, Pte. J. L., Hackney; Jenkins, Pte. A.; Surrey C.C.; Johnstone, Tpr. A. W., Liverpool; Lansell, Gnr. S., Surrey C.C.; Lovell, Pte. H., Doncaster; Maham, D., Cheshire C.C.; Maham, V., Cheshire C.C.; Moore, Sgt. H. F., Leicester; Morgan, P., Croydon; Prince, K., Croydon; Richards, F.Lt. G., Doncaster; Lloyd Roberts,

F. L., Cheshire C.C.; Roe, Spr. J., Cheshire C.C.; Scullard, Pte. B. D., Surrey C.C.; Sharples, Tpr. F. J., Manchester; Shepherd, Cpl. P. J. F., Leicester; Skinner, F.Lt. J. S., Surrey C.C.; Southern, Cpl. M., Surrey C.C.; Sparrow, Sgt. L. A., Cheshire C.C.; Standish, F.Lt. H. J., Surrey C.C.; Starling, 2nd Lt. D. C., Croydon; Stringer, Maj. H., West & Long C.C.; Thompson, Lt. S. H. A., Leicester; Walker, 2nd Lt. P. A., Cheshire C.C.; West, Gnr. E. D., Surrey C.C.; Withington, Pte. B. A., Manchester; *Withinshaw, Lt. C. N., Derby.

Civilian

Newman, Miss E. M., clerk's dept., Surrey C.C. (by enemy action while on civil defence duty).

* Previously reported missing.

AWARDS TO MEMBERS**H.M. Forces****CROIX DE GUERRE (with Silver Star)**

Coombs, Lt. N., libraries dept., Devon C.C.—for gallantry and leadership in the battle for Caen and the Falaise Gap.
 Heal, Capt. A., R.E., Doncaster.

CROIX DE GUERRE

Duncan, Capt. T., chamberlain's dept., Kirkintilloch.
 Rae, Sqd./Ldr. H. G., R.A.F., NALGO district officer, Scotland.

M.C.

Maltby, Maj. G. F., clerk's dept., Lincoln.
 Ramsay, Capt. J. C. R.E., engineer's dept., Dumbarton C.C.—for gallantry in France.
 Smith, Maj. W. V. G., electricity dept., Manchester (see also under Mentioned in Despatches).

D.S.O.

Button, Act. Wing Cdr. J. C., D.F.C. and American D.F.C., R.A.F., treasurer's dept., Salford—led his crew in an outstanding manner during the intensive operations since January, 1945, giving the closest possible support to the Army in the Hochwald and Reichswald areas, despite intense and unrelenting opposition. In March, 1945, he led rocket and bombing attacks on at least nine enemy headquarters. During the Rhine crossing, his wing operated against enemy anti-aircraft guns. His courage and keenness during this operation were specially marked and proved an inspiration to all under his command. He has set a fine example of initiative and courage in action.

Bar to D.F.C.

Hall, F.Lt. G., D.F.C., 24, R.A.F., health dept., Sunderland—as captain of aircraft has achieved a high standard of accuracy, frequently in the face of bitter opposition. Since the award of the D.F.C. he has continued to operate with great enthusiasm and has successfully attacked a wide range of strongly-defended targets. His keenness and outstanding courage have been an asset to his squadron.

D.F.C.

Brinded, F/O C. D., 24, R.A.F.V.R., weights and measures dept., Portsmouth. For a considerable period this officer has been operating over Burma. On all occasions he has proved himself a most skilful and courageous navigator. The results achieved by his crew have been largely due to his high standard of operational efficiency. Together with his pilot, F/O Brinded has destroyed a number of locomotives, river steamers, and railway installations.

Brown, F/Lt. R., R.A.F., sanitary inspector's dept., Thurrock U.D.—for completing the required number of operational flights over enemy territory.
 Diment, F.Lt. W. H., 24, R.A.F.V.R., electricity dept., Reading.

Dixon, F.Lt. R., clerk's department, Wallend (awarded posthumously).

Gooder, F/O T.H., R.A.F., clerk's dept., Miffield.

Neville, F/Lt. K., R.A.F., treasurer's dept., St. Pancras—has completed a tour on heavies and 30 sorties with Pathfinder Force. In attacks on the heaviest defended targets in Germany and Italy, his navigational skill and devotion to duty have been of the highest order.

Patterson, F.O.J. W., R.A.F.V.R., surveyor's dept., Wallend (by enemy action while on civil defence duty) —(see also under D.F.C.).

Scholes, F.Lt. F., R.A.F., electricity dept., Oldham—in recognition of the many valuable contacts and assistance to date supplied on numerous occasions against the enemy.

Hayman, F.O.C. H. N., R.A.F., Croydon—has participated in many varied sorties, a number of them in support of operations in the most hostile zones. His distinguished contribution obtained a fine testimony to his undoubted skill and determination.

Parker, F/Lt. C. R., R.A.F., electricity dept., Bristol.

Vanstone, F/Lt. D. L., R.A.F., education dept., Croydon.

Wicken, F/O J. H., 21, R.A.F., archivist's dept., Barking—during a sortie to Osnaburg in March, 1945, was navigator in an aircraft detailed to attack enemy transport. After delivering several attacks on a railway siding from a low altitude, the aircraft was seriously damaged by anti-aircraft fire. F/O Wicken was severely wounded in the face, chest and arm. The pain was also wounded. Despite great pain, weakness, and loss of sight, F/O Wicken gave his pilot courses, from memory, and greatly assisted him in flying back to Allied territory. By his gallantry and resourcefulness he has assisted in ensuring a safe return. On other missions, this officer has assisted in destroying much enemy transport and material, frequently in the face of heavy opposition.

D.S.M.

Pitkeathley, D., Convoy Yeoman of Signals, treasurer's dept., Blyth.

M.M.

Griffin, L/Bdr. R., libraries dept., Southwark—for bravery although wounded in a troop command post near Boccari, Italy (previously Mentioned in Despatches).

Hargreaves, Gnr. J. C., electricity dept., Peterborough—for conspicuous gallantry in Italy.

O.B.E.

Reid, Lt.-Col. (temp.) J. R.E., borough engineer, South Shields—in recognition of gallant and distinguished services in Italy.

M.B.E.

Babb, Capt. M. L., R.A., Warwick—in recognition of services in H.M. Forces.

Barrett, Maj. F. W. G., R.A.O.C., surveyor's dept., Swindon—for distinguished service in Italy.

Driver, Maj. H., R.T.R., deputy town clerk, Oldham—for distinguished and gallant service in Italy (see also under Mentioned in Despatches).

Hockley, Lt. E., Pioneer Corps, accountant's dept., Thurrock U.D.—for brave conduct in Belgium.

Lawson, Armaments Q.M.S., P. H., R.E.M.E., markets superintendent, Bury—for great devotion to duty at an A.A. Command on the South Coast. A.Q.M.S. Lawson has never spared himself, and has gone without leave for a period of two years, due to the interest he had taken in his duty.

B.E.M.

Cooper, Sgt. R. M., Intelligence Corps, education dept., Acton.

Certificate of Merit

Swann, Lt. T. L., welfare dept., Manchester

Mentioned in Despatches

Brailsford, P/O J. R., R.N., treasurer's dept., Hemsworth—for operations in the South of France (second Mention).

Clark, L/Cpl. H. M., R.A.O.C., surveyor's dept., Gloucester.

Collins, E.R.A. N. C., R.N., treasurer's dept., Fulham—for outstanding courage and skill during the building of the Normandy bridgehead.
 Critchley, Lt. Cpl. W. E. G., R.C. of S., Abbeville Driver, Maj. H., R.T.R., deputy town clerk, Oldham—for distinguished services (second Mention) —(see also under M.B.E.).

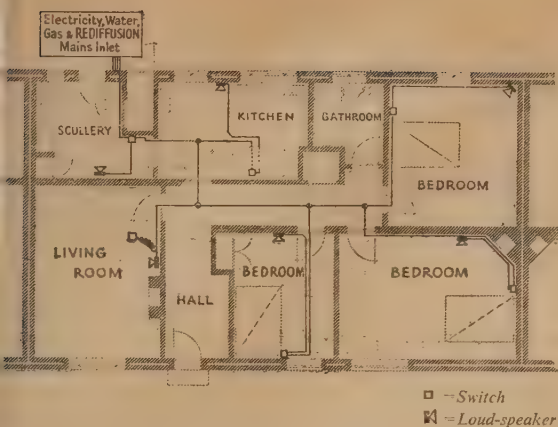
Hester, Cpl., assistant housing manager, Walton and Weybridge—for distinguished services.

Howarth, Pte. N., R.C. of S., electricity dept., Manchester—for gallant and distinguished service in Italy.

Prior, Sgt. W. G., R.A.F., public assistance dept., Croydon.

Smith, Maj. W. V. G., electricity dept., Manchester—for distinguished services in the Boson

(Continued at foot of column 1, page 408)



A PLAN

for radio of the future

JUST as the social services—water, gas, and electricity—are brought to your home, distributed within it, and are always ready for use, so, it has been predicted by experts, will broadcast entertainment be “laid on” in homes of the future.

Not only will this radio service be part of the normal wiring circuit of the house, and therefore safe from damage and failure in the home-itself, but it will come all the way from either the studio, or, in the case of foreign programmes, from special receiving stations, entirely by wire.

Programmes direct from the studio will be indistinguishable from the actual studio performance, as there can be no distortion or fading, and all electrical interference will be carefully eliminated. Foreign programmes will be received over aerials designed to cut out fading and distortion, and beamed on all the best programmes that the world can offer.

This service is already in action in many towns in Britain, as well as in Malta and Trinidad. Subscribers to Rediffusion have, for many years now, been able to switch to the best entertainment that the world of radio can offer, just as easily as they turn on their bathroom taps.

The weekly subscription rate is extremely low and the system is maintained in perfect order free of charge.

Rediffusion also equips factories for paging and factory music

REDIFFUSION

BROADCAST RELAY SERVICE LTD.

CARLTON HOUSE, REGENT ST., LONDON, S.W.1

operates in the following areas:

BANGOR (Co. DOWN), BARGOED, BARROW, BLACKPOOL, BROADSTAIRS, DARLINGTON, EXETER, GATESHEAD, HULL, KENDAL, LANCASTER, MAIDSTONE, MARGATE, MERTHYR, MORECAMBE, NEWCASTLE, NEWPORT (MON.), NORTH AND SOUTH SHIELDS, NOTTINGHAM, PLYMOUTH, PONTYFRID, RAMSGATE, RHONDDA VALLEY, ROCHDALE, ROTHERHAM, ST. HELENS, STRETTFORD, SUNDERLAND, SWANSEA, WALLASEY, WALLSEND, WHITLEY BAY, WOLVERHAMPTON, and also in MALTA and TRINIDAD.



A Treasure House of Men's Clothes

Our customers are surprised at the amount of stock we still carry. If you need an overcoat or a suit (ready to wear or made to measure); evening dress; a raincoat or a hat; shirts, underwear—or anything else a man wants to wear, take lift or stairs to our showrooms on first and second floors. Payment can be cash, or according to the K.B Plan*

★ Ask about the K.B Plan!

The K.B Plan appeals particularly to salaried and professional men who like the convenience of credit but don't want the worry of bills. £1-0-0 will open an account. No embarrassing fuss. Call, or phone REGent 0015, and chat it over. Alternatively, send a penny stamp for the K.B Sketch Book L.G.S.



Keith Bradbury

LTD

The Tailors with a Plan

“for everything you want to wear”

137-141 REGENT STREET
LONDON, W.1

(Showrooms on 1st and 2nd Floors—no Shop)

Also at

15 Westover Road, Bournemouth

DURSLEY RURAL DISTRICT COUNCIL

Engineer and Surveyor and Chief Sanitary Inspector

Applications are invited for the above-mentioned lifetime appointment from persons holding engineering qualifications and experienced in the duties of engineer and surveyor of a local authority (including highways). Applicants should be qualified sanitary inspectors as it is intended that the person appointed should be in charge of the Public Health Department and nominally responsible for the work of the Sanitary Inspector.

The commencing salary will be £500 per annum with annual increments of £25 to £600 per annum with the appropriate war bonus (at present 10s. per annum).

The successful applicant will be required to provide and maintain his own motor-car for travelling purposes, for which an allowance will be made upon a mileage basis to be agreed.

The duties will include supervision and development of the Council's waterworks, sewers, sewage disposal work and house refuse collection, responsibility for all constructional work including housing repairs, administration of the planning scheme, and such duties as the Council may assign to him from time to time.

The appointment will be subject to three months' notice on either side and to the provisions of the Local Government Superannuation Act 1927. The successful candidate will be required to pass a medical examination.

Applications stating age, professional qualifications, previous experience and present appointment, accompanied by copies of not more than three testimonials, will be received by the Council addressed to the undersigned, up to the 10th September, 1945, so as to give an opportunity to a serving in H.M. Forces to apply.

E. J. LAMB
Clerk of the Council.

Local Offices,
Dursley, Glos.
August, 1945.

University Correspondence College

Founder: WILLIAM BRIGGS, LL.D., D.C.L., M.A., B.Sc.
Principal: CECIL BRIGGS, M.A., M.C.

LONDON UNIVERSITY DEGREES

The Degrees of London University are open to all. Founded in 1837, U.C.C. prepares students by post for Matriculation, or the Special Entrance Examination open to those over 23 years of age (18 if in H.M. Forces), and the Intermediate and Degree examinations in Arts, Science, Commerce, Law, etc.; also for the Diploma in Public Administration. The College is an Educational Trust, not conducted primarily as a profit-making concern. Highly qualified resident tutors. Low fees; instalments. Free re-preparation in event of failure. More than 13,900 U.C.C. students PASSED London University exams. during 1930-1944.

B.Sc. Econ.

The B.Sc. Econ. Degree of London University may advantageously be taken by men and women seeking government or municipal posts or executive appointments in commerce or industry. Study for the degree covers a course of wide and interesting reading. Full particulars in Prospectus (see below).

★ PROSPECTUS post free from Registrar,
79 Burlington House, Cambridge

Wolsey Hall Oxford

Founded  in 1894

POSTAL TUITION
For London University

MATRICULATION

This is the most valuable of all the certificates giving exemption from Professional Prelim. Exams. It is also the first step to a University Degree.

DIPLOMA IN PUBLIC ADMINISTRATION

At London University D.P.A. (External and Extension) Examinations, 1944,
21 WOLSEY HALL Candidates passed,
forming nearly HALF THE PASS LISTS.

Write for Prospectus

(please mention examination) to Director
of Studies, Dept. RH7, Wolsey Hall, Oxford

SIX

"ever so tasty" uses
for

SO-TAIST-EE EXTRACT

With meat in short supply—and "meal-time monotony" still the chef's and housewife's biggest problem, SO-TAIST-EE EXTRACT is a real boon—full of flavour, appetising and stimulating!



"Makes
ever so
many dishes
ever so
tasty!"

Samples and prices on request to:

TYNE BRAND PRODUCTS LTD., NORTH SHIELDS

BE INDEPENDENT OF GAS MAINS

WITH—"CALOR" GAS

THE COMPLETE GAS SUPPLY SYSTEM

"Calor" Gas is supplied in small convenient size cylinders to homes, buildings, etc., anywhere not connected with Town Gas Mains.

Over a quarter of a million Country users—the War Office, Admiralty, Air Force, Educational and Civic Authorities, etc. Guaranteed equal to Town Gas for efficiency, reliability and availability.

Over 1,000 Service and Supply Depots serve every village and hamlet in the British Isles.

For
COOKING • LIGHTING
HEATING AND
REFRIGERATION
STREET LIGHTING
TRAFFIC SIGNS
CANTEENS
LABORATORIES • ETC

DELIVERED BY ROAD— ANYWHERE

CALOR GAS (Distributing) CO., LTD.
Head Office: Belgrove House, Belgrove St.,
King's Cross, W.C.1

Our 60 Years Reputation

'Phone :
South
Godstone
2165.



No. 216. Selected pelts
make this excellent
wearing Antelope Coat.
From £33:12:0
MONTHLY **50/-**

is behind every
article we offer, this
is your assurance
of satisfaction.

WATCHES AND RINGS

We still supply these. Write for
particulars.

5%

DISCOUNT TO YOU

5%

Send 2d. for this and next issue
of our catalogue

PROTECTIVE MONTHLY PAYMENT TERMS

DEPARTMENTS :

Jewellery, Watches, Ladies' Clothing,
Furs, Fur Coats, Lingerie, Footwear.

E. J. FRANKLAND & CO., LTD.

(DESK L), MARLE HOUSE, SOUTH GODSTONE, SURREY.
LONDON SHOWROOM: NEW BRIDGE STREET HOUSE
(opposite P.O.), NEW BRIDGE STREET, LUDGATE CIRCUS, E.C.4.
Hours of Business: 9-5. Saturday 9-12. 'Phone: CEN. 2188.

Thousands of School of Accountancy
Students have risen from the ranks to

SUCCESSFUL CAREERS



J. D. C. MACKAY
Founder

as Directors, Managers, Accountants, Company
Secretaries, Cost Accountants, Works Managers, Office
Managers, Auditors, Company Registrars, Heads of De-
partments, Stores Controllers, Cashiers, Local Govern-
ment Officers—Municipal & County Council Treasurers
& Accountants, Secretaries, Public Assistance Officials,
Departmental Chiefs, Chief Clerks—and in other Executive Appointments at

SALARIES FROM £300 to £2,000 A YEAR

School of Accountancy Postal Tuition brings success and security to average
men and women who have the initiative to qualify for responsible positions.
Eminent University Lecturers testify to the thoroughness and efficiency of
The School's Tuition Service.

Send for this 180 page FREE GUIDE to Careers



which is the most valuable book on Careers in Commerce, Industry,
Banking, Insurance and Local Government Service ever published.

Like thousands of other men and women you can date success in
your career from the day you send for this free book.

Read the brilliant and inspiring records of The School's Students,
certified by a Chartered Accountant, in every branch of adminis-
tration and in Matriculation, Professional and Commercial Exami-
nations. Courses in Business Training for youths and young
ladies are featured in the Guide. Learn how you can obtain the
benefit of the Principal's advice on your career free.

The School provides the most efficient postal tuition
for all University Matriculation and Entrance Examina-
tions, all Preliminary Examinations of Professional
Societies, and the B. Com. Degree.

THE SCHOOL OF ACCOUNTANCY

100 REGENT HOUSE, GLASGOW, C.2
SHELL HOUSE, JOHANNESBURG

For Thinkers the World over

Everybody's





"Co-operation must be the motto of the future for us all—as individuals and as a nation. Without it we cannot grow; with it miracles can happen."

Dame Sybil Thorndike.

N.B.—Women have always shared equal rights with men in the administration of the Co-operative Movement.

Issued by the **CO-OPERATIVE WHOLESALE SOCIETY LTD.**



G.N. 1733 T



There was a young chappie from Ryde
Who quarrelled all day with his bride.
But since he used Jif
They've not had a tiff
And she caresses his smooth cheek with pride.



A. & F. Pears Ltd.

PJ 70/127

EXAMINATION SUCCESS FULLY GUARANTEED

CHAMBERS COLLEGE, founded in 1885, provides the finest and most up-to-date Home Preparation Courses for Municipal Examinations including:

Sanitary Inspector (Jt. Board)

Meat and Food Inspector

A.R.San.I., M.R.San.I.

Poor Law Exam. Board

Weights and Measures Inspection

Diploma of M.R.I.P.H. & H.

College of Preceptors' Certifs.

London Matric. & B.Sc. (Eng.)

Chartered Surveyors' Institution

Chartered Institute of Secretaries

A.R.V.O., A.C.C.S.

Inst. M. & Cy. Engineers

A.M.I.C.E., A.M.I.E.E.

A.M. Inst. W.H.S., etc.

THE ACID TEST OF TUTORIAL EFFICIENCY, SUCCESS—or NO FEE

We definitely guarantee to get you through your chosen exam. If we fail to do so, then your tuition fee will be refunded in full.

POINTS IN OUR TUTORIAL SYSTEM

- ① Fees are inclusive of latest editions of all necessary standard text books.
- ② All fees, may, where desired, be paid by moderate monthly instalments.
- ③ All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal Examination requirements.
- ④ Our Pass Record in all examinations is consistently well over 90 per cent, and includes many top places.

You are invited to fill in and post the attached coupon or write for a FREE copy of our Municipal Guide, which will be gladly sent free and without any obligation whatever on your part while stocks last.

CHAMBERS COLLEGE

Dept. 212
148, HOLBORN
LONDON, E.C.1

COUPON
CHAMBERS COLLEGE (Dept. 212)
148, Holborn, E.C.1.

Please send me your MUNICIPAL GUIDE

NAME

ADDRESS

Exam. in which interested.....

(Id. stamp only required if unsold)

*A Great Name
in Peace & War*

WINEGARTENS

*Half a
Century
of
Service*



IT may be a truism to repeat that "There is a war on." But war or no war the House of Winegartens have remained consistently true through many decades in their time-honoured traditions of "Quality, Value, Service." Courtesy costs nothing. Yet there seems to be no overplus in war-time of this desirable commodity. Not so at Winegartens, where the customer at all times is regarded as a valued friend rather than an economic cypher. We value such friendship and our mailbag proves how cordially it is reciprocated. This regard is particularly pronounced between members of the Local Government Service and ourselves.

Winegartens' stocks even to-day remain notably comprehensive. For example:—
WATCHES: Winegartens' precision Watches are renowned throughout the Empire and on the seven seas. If a new Watch is an urgent necessity we can supply it, otherwise keep your old Watch in service. We are still maintaining our Watch repair dept., for the repair of Watches of our own make only, working, as will be appreciated, under great strain, but all the same with great success.

● **ENGAGEMENT RINGS, WEDDING RINGS and SIGNET RINGS.** We hold one of the largest selections in the country.

● **CUTLERY.** Fitted canteen cabinets in our pre-war grades are still available. Also Silverware, Pewter and Plats. The Winegartens range is still astonishingly attractive.
 The 20% cash discount to Local Government Officials and members now serving in H.M. Forces still applies for most goods, with notably few exceptions. Apply for Privilege Ticket, stating official dept. (The N.A.L.G.O. Card will also suffice.)

Catalogues. The issue of Catalogues has been temporarily suspended. A personal visit is recommended, but orders by Post can be concluded with equal satisfaction. Write us your requirements as detailed as possible and we will answer with particulars and quotations. Goods ordered by Post, if not suitable, money refunded in full.

Hours of Business: Monday to Friday—9.30 a.m. to 5 p.m. Saturday closed all day.
 Order by post if you cannot call. Write us your requirements as detailed as possible and we will answer with particulars and quotations.



157 ★ BISHOPSGATE ★ LONDON ★ E.C.2.
 TELEPHONE: BISHOPSGATE 1786 (12 LINES)



A DAB plus A BRUSH
 equals lashings of
 lovely lather



IN POTS 1/3 & 2/3

SV 137-961

JOHN KNIGHT LTD., LONDON, E.16

AN AUTHORITATIVE 100 pp. GUIDE TO CAREERS

(SENT FREE ON REQUEST)

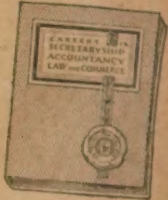
is issued by the Metropolitan College, the leading Commercial, Professional and University Training Institution in the British Empire.

EXPERT POSTAL COACHING

for all Accountancy, Secretarial, Banking, Legal, and Insurance Exams., for Professional Preliminary Exams., Matriculation, London University Degrees, **DIPLOMA IN PUBLIC ADMINISTRATION**, and many (non-exam.) Courses in business subjects, etc.

INVEST IN YOURSELF—IT PAYS!

Write to-day for the FREE "Guide to Careers," which shows plainly how to secure that advancement upon which your future happiness depends. Mention exam. (if any) in which you are interested.



METROPOLITAN COLLEGE
 (G3/2), ST. ALBANS

DUNLOP & RANKEN LTD LEEDS

Tel. 27301 (20 LINES)

FOR EVERYTHING IN STEEL